

HR clinics

For a number of years, the Employee Relations Team has run Staffing Adjustment Clinics for Head Teachers and Senior School Managers to access early advice and guidance on the process of restructuring in the light of projected budget deficits. These have always been well received by Head Teachers who have valued the opportunity to talk through the process in a confidential, one to one setting.

We plan to run the clinics again. Following feedback from Head Teachers we broadened the scope of the clinics last year to allow an opportunity for Head-teachers to confidentially discuss any challenging people management issues causing concern. This proved to be successful and so this year's clinics will continue in that vein.

Head Teachers are therefore invited to attend one of the HR clinics listed below.

Tuesday 20th January 2015 – County Hall, Norwich

Wednesday 28th January 2015 – County Hall, Norwich

Tuesday 24th February 2015 – Priory House, Kings Lynn

Employee Relations Senior HR Consultants will be available for up to one hour to discuss any concerns relating to:

- staffing adjustments
- managing absence
- capability/poor performance
- disciplinary
- grievance issues

Please note this is not a workshop or briefing session but an individual appointment with a Senior HR Consultant. It may be particularly useful for less experienced Head Teachers but all are invited. The clinics are available free of charge to any Head Teacher in a school or academy who purchases HR Services from NCC.

Please book a slot by emailing Tina Steele at hrers@norfolk.gov.uk.