

JOB DESCRIPTION

Job Title	Employee Relations Advisor		
Directorate	Workforce and Localities		
Reporting to	Strategic Manager HR Practise		
Grade	10		
Evaluation ref:	AG0075	Job ref:	Family
Role purpose			
The Employee Relations Advisor provides high-quality, professional employee relations advice and support to managers, headteachers and governors across Somerset Council. The role focuses on advising on a wide range of people management matters, including recruitment, performance management, investigations, disciplinary and grievance processes, and the interpretation of terms and conditions, ensuring decisions are fair, consistent, legally compliant, and aligned with Council policies and employment legislation. Working in partnership with managers and stakeholders, the post holder supports the effective resolution of complex employee relations issues by offering practical, risk-aware advice and a range of solutions that balance organisational needs with best practice and statutory requirements. The role also contributes to wider HR and organisational development activity, including policy development, projects, trade union engagement, and initiatives that strengthen people management capability and support the Council's workforce strategy.			
Accountabilities			
Deliver options, progress, and solutions on a range of casework including (but not exhaustive) recruitment, performance, investigations, disciplinary, grievances and interpretation of terms and conditions of service. Work closely with managers, headteachers and governors on resolving key business and people led problems and issues by putting forward and considering a range of innovative solutions which meet business requirements whilst complying with policy, employment law and statutory regulations. Support and guide service managers in dealing with investigations and disciplinary and other conduct matters to support and protect the interests of the business and to ensure due process and fairness. Support Senior HR Advisors and other managers in conducting employee relations, consultations and collective bargaining with employees and trade union/professional body representatives.			

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Challenge existing practices and thinking and influence local service managers on matters concerning people management whilst recognising the requirements of corporate policy and practice and the Council's new operating model.

Undertake HR and OD policy and project work as and when required in conjunction with others from both within the HR and OD service and services across the Council. Ensure that policies are updated in line with legislation changes and 'best' practice.

Contribute to service led projects and business initiatives from a people management perspective. May lead employment-based work streams.

Support and guide managers in their effective deployment of people including people management best practice and to support managers in their managerial and business responsibilities.

Challenge discriminatory actions and behaviours and take appropriate action to ensure compliance with the Council's equality and diversity standards.

Actively support and generate succession opportunities and talent development at local service level including the provision of coaching and mentoring support.

Impact

Contacts and Relationships

Provide professional advice, guidance, options, and recommendations to a range of Senior and Service Managers in a range of settings from private informal one-to-one briefings through to full formal hearings. Frequent provision of advice, information, and interpretation on a wide range of employment issues and terms and conditions matters to managers, groups of employees and individual employees.

Regular contact with Trade Union and Professional Body representatives to provide information and negotiate resolutions.

Work collaboratively with officers within HR and OD and across all other Services to develop and maintain a network of peer professionals and managers to inform and facilitate project working.

Information exchange and exchange of best practice with a variety of internal and external contacts (e.g. Southwest One, other local authorities and occupational health).

Work with others to seek to negotiate solutions in a collective context often with trade union or other representatives or to gain consensus to a fresh approach to problem solving.

Resources

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Key provider of professional HR advice and guidance to a range of operations, commissioning, and business support managers to enable them to make effective people management decisions and to ensure that best use is made of staff resources and that they are deployed in the most cost-effective manner.

This HR and OD service is a key contributor both to the achievement of service goals and to the facilitation of business development and improvement goals.

No line management responsibility but will undertake a range of mentoring and management development tasks to improve the people management capability of service managers.

Undertake project management roles which may have temporary funding allocations.

Knowledge / Experience / Skills

	Essential	Desirable	
Knowledge			
In-depth knowledge of relevant legislation and recognised 'best' HR practice.	X		
Working knowledge of service/business issues/objectives and how HR can impact and influence these.	X		
Familiar with Information Technology for producing reports and management information and communication including in depth knowledge of Microsoft package e.g. Word, Excel, TEAMS, PowerPoint.	X		
Specialist knowledge of an area of HR, for example, transfer of undertakings, disputes resolution and restructures.	X		
Giving due regard to equality, diversity, and inclusion, Ability to speak fluent English as stated in Part 7 of the Immigration Act (2016)	X		
Experience			
Experience in an HR environment.	X		
Managing and advising on complex people/employee relation matters including disciplinary, grievance, performance, and sickness issues.	X		
Producing and interpreting analytical data to support any recommendations.	X		
Producing reports and management information. To provide managers with a range of options with any associated risks identified.	X		

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Experience in TU consultation and negotiation.	X		
Delivering training or making presentations to management.		X	
Development and implementation of new policies and procedures.		X	
Experience working with educational settings providing HR Advisory support		X	
Qualifications / Registrations / Certifications			
Relevant degree and/or professional qualification or equivalent experience.	X		
Continuing professional development.		X	
Membership of CIPD - Graduate/Member.		X	
Skills			
Delivering training or making presentations to management.		X	
Development and implementation of new policies and procedures.		X	
Working Conditions			
Working Arrangements			
Somerset Council's dynamic Working Strategy will be applied to this position.			
Corporate Responsibilities			
• Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practise. • Deliver the aims of the council's equality, diversity, and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do, ensuring team members are also aware of their responsibilities and maintaining their understanding that Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.			

Date: 14 June 2024