

# “GENERIC ROLE PROFILES - HOW FAR CAN WE GO?”

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# DRIVERS FOR CHANGE

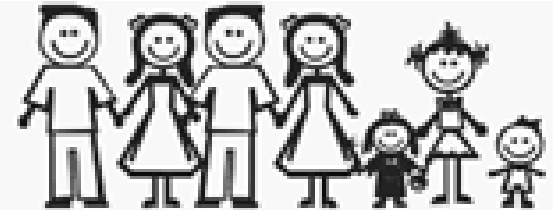
**AGILITY/FLEXIBILITY**



**PACE OF CHANGE**



**DIGITILISATION**



**MORE WITH LESS**



**MULTI-GENERATIONAL WORKFORCE**

# **SURVEY FINDINGS**

**48% still relying on JDs**

**94% agreed that GRPs are a key element in reshaping LG workforce**

**49% key driver is greater staff flexibility/agility**

**17% use GRPs**

**Most significant barrier to implementation:**

- culture (29%), staff engagement (20%), fear of change (17%),  
TU resistance (10%)**

# CASE STUDY FINDINGS

Clear intent and  
purpose

JD's not replaced  
(yet)

ER context &  
organisational  
culture

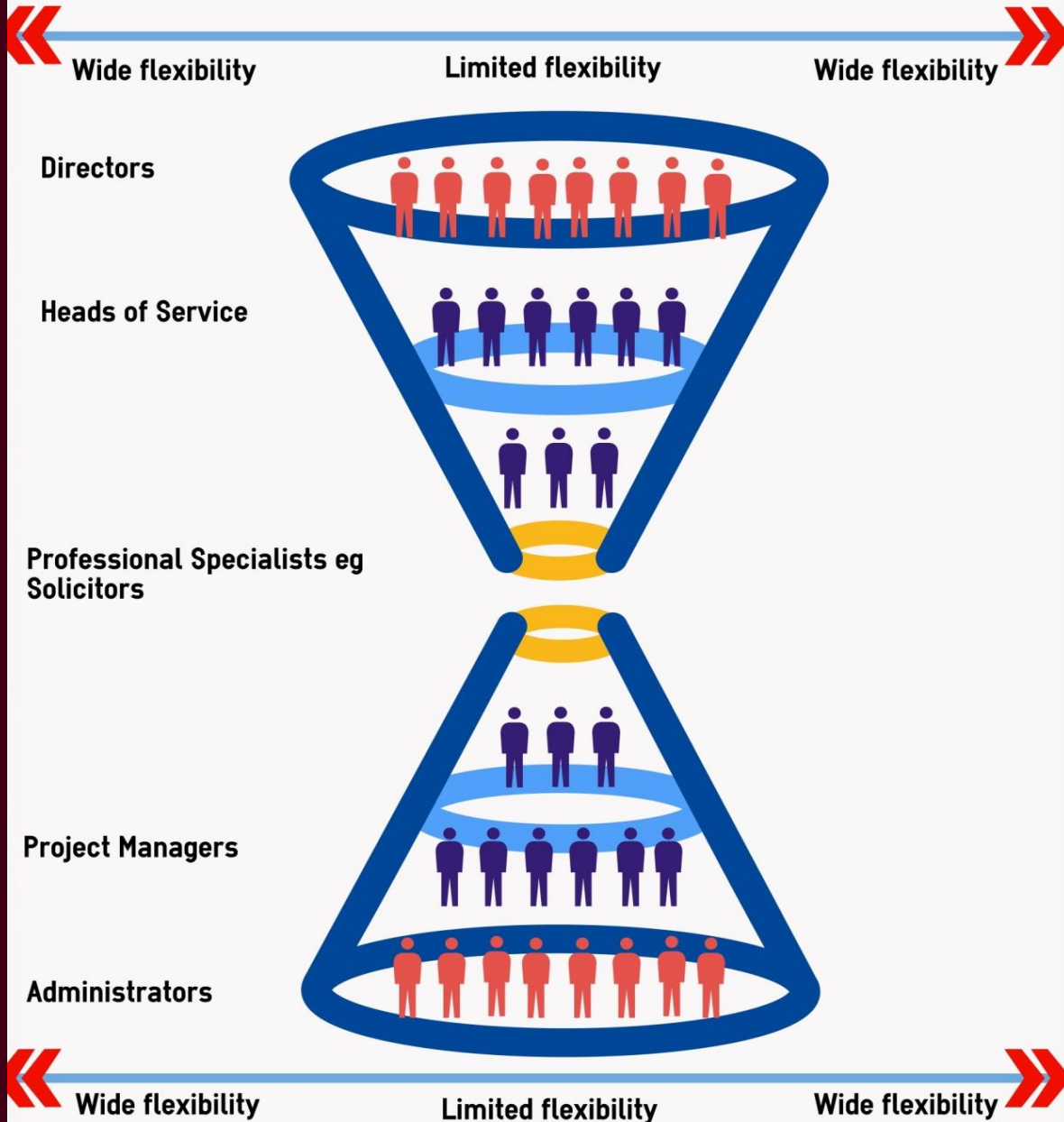
Size matters

Easiest  
first/Hardest last

Trust/  
engagement/  
comms

Flexibility/Agility  
(the holy grail)

# Role flexibility model



**CONCEPT & MODEL**

# RESEARCH SUMMARY

You can't just rip up  
Job Descriptions

Role profiles can  
expand employee work  
boundaries

To achieve flexibility  
must integrate values  
& behaviours to shift  
the culture/mindset