

**Oldham Borough Council
Record of Decision**



1. **TITLE:** Graduate Accountant Roles x 2

2. **SERVICE AREA:** Finance

3. **PURPOSE OF DECISION**

This report requests the establishment of two career graded Graduate Accountant posts be established within the finance service structure funded by disestablishing two vacant Senior Accountant roles within the current structure for a period of three years.

These posts would form part of the Council's Graduate offer and enhance the ability for the service to "grow our own", providing practical local government experience whilst supporting the successful candidates through their accountancy qualification.

The establishment of these Graduate posts are one of the key factors in looking at a re-energised operating model for a finance service of the future.

4. **DECISION MADE BY:** Cabinet Member - Value for Money & Sustainability and Deputy Leader, Director of Finance

5. **DECISION:**

RESOLVED - That:

The establishment of two career graded Graduate Accountant posts (Grade 6 – 8) by disestablishing two vacant Senior Accountant posts (Grade 9) for a period of three years.

6. **REASON FOR DECISION**

Option 1 - Approve the establishment of two career graded Graduate Accountant posts (Grade 6 – 8) by disestablishing two vacant Senior Accountant posts (Grade 9) for a period of three years.

Option 2 - Not to create two Graduate Accountant posts impacting on the development of the service and the ability to support the organisation.

7. **ALTERNATIVE OPTIONS CONSIDERED**

Option 2

8. **INTERESTS AND NATURE OF INTERESTS DECLARED**

None

9. **PRINCIPAL GROUPS CONSULTED:** Not applicable

10. **DOCUMENT CONSIDERED:** Graduate Accountant Roles x 2