

OVERVIEW AND SCRUTINY REVIEW OF RECRUITMENT & RETENTION

CABINET RESPONSE AND ACTION PLAN

Review Recommendations		Cabinet Response		Implementation Agreed by Management Team	
		Agreed?	Comments	Responsibility	Timescale
1.	Turnover, broken down by Department, be adopted as a PI to be monitored by Human Resources and reported periodically to Members.	Yes	This local PI should be reported to the Strategic Leadership Working Group (chaired by the Leader of the Council) and also to Overview and Scrutiny Committee 1. Its relevance should be reviewed in March 2007 to determine whether such a detailed PI warrants continuation and inclusion in the Corporate Plan	Head of Organisational Development	From July 2006
2.	Vacant posts which have not been filled within 6 months of the first advertisement be reported to Members.	Yes	Recommended that elected members should receive a statistical PI – as opposed to details of specific vacancies. This needs to be reported as above.	Head of Organisational Development	From July 2006
3.	Systems to put in place to monitor turnover / vacancies and recruitment so that any problem areas can be identified.	Yes	Recommendations 1 and 2 above will provide the systems necessary to monitor turnover/vacancies.	-	-

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