

Item 5

STRATEGIC LEADERSHIP OVERVIEW & SCRUTINY COMMITTEE

12 JUNE 2007

REPORT OF CHAIRMAN OF THE COMMITTEE

OVERVIEW AND SCRUTINY REVIEW GROUP REPORT – REVIEW OF RECRUITMENT AND RETENTION

SUMMARY

At its meeting on 9 January 2007 Overview & Scrutiny Committee 1 recommended that the response of Cabinet to the recommendations of the Review of Recruitment and Retention, together with the implementation timetable, be noted and progress on the Action Plan be reviewed.

The attached schedule details progress to date from the Cabinet's response and action plan following its consideration of the recommendations arising from the work of the Overview and Scrutiny Review for Recruitment and Retention.

RECOMMENDATION

1. That the Committee notes progress of the Action Plan for the Overview & Scrutiny Review for Recruitment and Retention.

DETAIL

1. The Review Group report, detailing the conclusions and recommendations arising from the review, was presented to Cabinet at its meeting on 13 July 2006 for consideration.
2. At its meeting on 9 January 2007 Overview & Scrutiny Committee 1 recommended that the response of Cabinet to the recommendations of the review, together with the implementation timetable outlined, be noted and progress on the Action Plan be reviewed.
3. The attached schedule details the Cabinet's response and provides an action plan following its consideration of the recommendations arising from the Overview and Scrutiny Review of Recruitment and Retention.

FINANCIAL IMPLICATIONS

There are no financial implications associated with this report.

LIST OF APPENDICES

1. Overview and Scrutiny Review Group Report: Review of Recruitment and Retention Cabinet Response and Action Plan – Update June 2007

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Wards	Non-specific
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Background Papers

Review of Recruitment and Retention: Overview and Scrutiny Review Group Report

OVERVIEW AND SCRUTINY REVIEW GROUP REPORT - REVIEW OF RECRUITMENT AND RETENTION

CABINET RESPONSE AND ACTION PLAN – UPDATE JUNE 2007

<u>Review Recommendations</u>	Cabinet Response		Implementation	
	Agreed?	Comments	Responsibility	Timescale / Progress
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	<p><u>Corporate Turnover</u> Number of leavers 1 April 2006 – 31 March 2007 = 112 (11%). Corporate turnover has been reported to Strategic Leadership Group on a quarterly basis. Turnover by department 2006/7 is as follows:</p> <p>Chief Executive's – 17% Housing – 11% Neighbourhood Services – 11% Resources – 6% Leisure – 7%</p> <p>The local performance indicator is useful as an internal management/monitoring tool and will continue to be reported to Strategic Leadership Group. However, because of the internal focus of this PI it is inappropriate for it to be included in the 2007/8 Corporate plan.</p>

	Cabinet Response		Implementation	
<u>Review Recommendations</u>	Agreed?	Comments	Responsibility	Timescale / Progress
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	<p>As at 31 March 2007, 9 (0.8% of total structure) posts had remained vacant for six months or over, and had been advertised but not filled.</p> <p>This consists of:</p> <p>8 posts in Housing (Property Services Division) which have not been filled due to the uncertainty surrounding Housing Partnering and are currently occupied by Agency workers.</p> <p>1 post in Resources (Estates Officer in Valuation and Corporate Property Services) which is currently occupied by an Agency worker. The agency worker has achieved significant results in letting Industrial Units and the cost of which is no greater than that of employing a permanent member of staff.</p>
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.	Head of Organisational Development	See Above Performance Indicators