

Public



To:
All members of the
Audit Committee

Please reply to:

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Supplementary Agenda

Audit Committee - Thursday, 22 June 2017

Dear Councillor

I enclose the following item which was marked 'to follow' on the agenda for the Audit Committee meeting to be held on Thursday, 22 June 2017:

5. Recruitment and retention

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To receive a report from the Group Head for Commissioning and Transformation on the Council's approach to recruitment and retention.

Yours sincerely

Dan Skerten
Corporate Governance

To the members of the Audit Committee

Councillors:

M.J. Madams (Chairman)
D. Patel (Vice-Chairman)
T.J.M. Evans

J.G. Kavanagh
B.B. Spoor
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AUDIT COMMITTEE – 22 June 2017

Work undertaken to address recruitment and retention difficulties

- 200k budget provision made available for addressing recruitment and retention issues
- Existing Recruitment and Retention Policy extended to include more flexible 'market supplements' to be awarded for up to 3 years.
- Subscribed to local government salary benchmarking scheme. Will allow for external benchmarking to take place against other comparators
- Additional 1% Spelthorne element in addition to national pay award. All staff received a minimum of 2% pay award for 2017/18.
- Structural reviews of a number of service areas to assess ongoing service requirements following the senior management restructure. Will ensure appropriate resources in place with salary reviews where appropriate.
- Most Deputy Group Head appointments now in place
- Successful appointments are being made to areas where there has been turnover

Training and development requirements

- Management development identified as a priority area with training scheduled for 'managing disciplinary and grievance issues' and other areas to follow.
- Management development will also target service managers to assist with succession planning and will include refresher training for more experienced managers
- Appraisals are underway and will identify more specific and individual development needs
- Service areas identifying requirements for apprenticeships to utilise apprenticeship levy. Can be used for training and developing existing staff.
- E learning launched with compulsory and optional training modules

