

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

