

**COUNTY COUNCIL – 19 FEBRUARY 2015**

**NOTICE OF MOTION**

**ITEM 11(b)**

**NOTICE OF MOTION SUBMITTED IN ACCORDANCE WITH STANDING ORDER 18.1**

**Proposed by Councillor Criss Connor, seconded by Councillor Jane Frankum:**

**“This Council Notes:**

That the Council is experiencing staff recruitment difficulties in many of its service areas and that these difficulties are adding an additional strain to a workforce already working at maximum efficiency. It is inevitable that these recruitment difficulties will also impact on the level of service that officers are able to provide to our residents.

**This Council resolves:**

To establish a cross party task & finish group to scrutinise this issue, examining the aspects below but adding others as necessary:

- Identify vacancy and turnover rates by service area
- Identify “hot spot” service areas which contain large numbers of staff approaching retirement age
- To examine to what extent the following are contributing factors to the recruitment issues and recommend actions accordingly:
  - i) pay
  - ii image of certain roles
  - iii) do roles need to be more interesting/challenging?
  - iv) do we “grow our own”?
  - v) is geography an issue, are market supplements used to attract people in the right areas?
  - vi) is there best practice elsewhere that could be examined?
  - vii) transport and parking support issues”

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