

REPORT OF THE
Employment in Hampshire County Council
Committee

PART I

**145X(i) CONSIDERATION OF MOTION REFERRED FROM COUNTY COUNCIL:
RECRUITMENT IN HAMPSHIRE COUNTY COUNCIL**

1. On 19 February 2015 County Council considered a Notice of Motion submitted in accordance with Standing Order 18.1 as proposed by Councillor Criss Connor and seconded by Councillor Jane Frankum. The Motion is attached at Appendix 1. In accordance with Standing Order 18.4 County Council resolved to refer the Motion for consideration by the Employment in Hampshire County Council (EHCC) Committee. At its meeting on 11 March 2015, the EHCC Committee considered the Motion and requested further information regarding recruitment issues and the identification of 'hot spot' service areas for consideration at its next meeting to inform the way forward and the EHCC Committee's response.

2. At its meeting on 8 July 2015 the EHCC Committee received a report identifying recruitment 'hot spot' areas and the contributing factors that impact on the recruitment and retention of staff at both the national and local level. Locally, such factors as disparity of pay with the private sector; the high cost of living, particularly in north Hampshire in the context of competing with a bordering local authority that has the ability to pay London weighting; competition in lower graded roles with other sectors, and the use of headhunting in some sectors, all have an impact.

3. The EHCC Committee heard that in addition to continuing activity such as information gathering/benchmarking, other recruitment related initiatives and interventions to address various service needs were also being taken forward with a particular focus on attracting individuals to work for the County Council and succession planning. This activity was complemented by specific support to build resilience in areas of priority need, for example within Adult Services in both nursing and non-nursing roles. Further activity was being developed such as: working in schools to engage the next workforce generation; working with economic partnerships in the south; piloting targeted recruitment in the north-east of the county where there are well-known issues such as the high cost of housing, and working in partnership with the military in regard to individuals resettling into civilian life.

4. The EHCC Committee, together with Councillors Criss Connor and Jane Frankum who attended both of the EHCC meetings referred to above, welcomed the proposal that an annual report be prepared for the Committee's consideration providing key workforce data to assist with the identification of recruitment pressures within the organisation and the underlying issues and challenges. The annual report would also inform a wider policy approach.

RECOMMENDATION

That the County Council is satisfied that the actions currently being undertaken, together with the additional actions and on-going work of the Employment in Hampshire County Council Committee, are an appropriate response to the Motion set out in Appendix 1 to this report, and that the EHCC Committee progresses this matter.

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”