
Employment Panel

Report of the meeting held on 15th September 2009

Matters for Information

6. HR STRATEGY - PROGRESS

The Panel has been advised of progress in the preparation of a HR Strategy for the organisation. So far this has involved a series of workshops over the summer with subject matters including 'modernisation and service excellence', 'maximising workforce skills and capacity' and 'developing a safe and healthy working environment'. The outcome of these sessions, which have been attended by Heads of Service, Activity Managers and representatives of the Employees Side will form the basis of the draft strategy which will be subject to consultation with the Employees Side prior to its submission to the next Panel meeting.

7. EQUAL OPPORTUNITIES MONITORING

The Panel has received and noted the outcomes of equal opportunities monitoring of employees over the period 1st April 2008 - 30th March 2009.

In reviewing the statistics, the Panel has observed several issues which reflect well on the organisation and suggest that the Council is considered to be a good employer by potential and existing employees.

In particular, it was noted that there were 22 applicants for each post advertised, 46 internal promotions during the period and that 77% of the number of employees taking maternity leave chose to return to work.

8. EMPLOYEE OPINION SURVEY

The responses to an opinion survey undertaken during May 2009 to measure how employees feel about working for the Council have been presented to the Panel. Where possible, the findings have been used as benchmarks for comparisons with survey results in previous years.

Most pleasing is that 63% of employees feel fulfilled in their job compared to 54% in previous years and 79% have said that they are satisfied with the Council as an employer. Whilst considerable effort has been directed towards communications with employees, the survey still has revealed that 64% of respondees are not aware of the Council's planning/strategy processes. These findings will contribute

towards the preparation of the HR Strategy and help to target areas which still need to be addressed.

9. REQUESTS TO FILL VACANT POSTS

Having been satisfied that it was essential to recruit to vacancies in the Democratic and Central Services and Planning Services Divisions, the Panel has authorised the Head of People, Performance and Partnerships to commence recruitment to the posts identified and to any consequential vacancies that may arise as a result of the recruitment process. Both vacancies have been discussed and agreed with the relevant Executive Councillor.

10. RETIREMENT OF EMPLOYEES - ACKNOWLEDGEMENTS

The Panel has placed on record its recognition of, and gratitude for, the excellent contributions made by the following employees during their employment in the local government service and conveyed its best wishes to them for a long and happy retirement.

Name	Directorate	Local Government Service
Ms K Rees	Environmental and Community Services	18 years
Mr S James	Environmental and Community Services	9 years
Mr R Probyn	Environmental and Community Services	34 years

11. SHARED SERVICES

The details of a conference held in July to discuss issues around shared services were presented to the Panel by the Chairman. This prompted a further discussion on the question of sharing services and it was decided to convene a Members Seminar on the subject to which the external speaker who had addressed the original conference would be invited.

Mrs B E Boddington
Chairman