

**NORTH YORKSHIRE COUNTY COUNCIL**

**10 OCTOBER 2012**

**STATEMENT OF THE CORPORATE SERVICES PORTFOLIO HOLDER  
(Corporate Affairs, Performance Management)**

**COUNTY COUNCILLOR CARL LES**

**Recruitment for a new Director of CYPS**

The recruitment process has started for a new director of Children and Young People's Services with the Chief Officers Appointments and Disciplinary Committee due to short list on 6 November and selection process on 20/21 November. We hope to have someone in post by April 2013, depending on notice periods with their current employer.

**Continuing efficiencies from e-staffing process**

The move to online for internal process continues and all employment contracts are now issued electronically with staff accepting these on line and the contract automatically uploaded onto the e personal file. Previous arrangements had every new appointment being issued with 2 statements of particulars at 4 pages each and we recruit to approximately 1500 frontline staff each year so the benefits are worthwhile. I am also pleased to confirm that all Councillors have now moved to e-payslips which combined e payslips and expenses for staff has saved over £18k per annum.

**Apprenticeship Provision – Executive Funding**

I'm pleased to report that from the £400k allocated by the Executive 40 additional apprenticeships have been established including 20 in NYCC and Community Libraries, 5 in Adult Social Care and 9 with Contractors covering electrical, joinery and bricklaying. 13 appointments have already been made with interviews taking place for 10 more, another 9 at short-listing stage and 6 just advertised. There is funding for a further 5 posts currently being discussed with local employers.

Whilst most appointments are in occupational areas familiar to NYCC including business administration, health and social care and outdoor education, a number provide jobs which NYCC would not have been able to offer including electrical engineering, joinery, bricklaying and horticulture.

This initiative is having a positive impact on the level of youth unemployment in the County. 47% of those appointed were not in education, employment or training (NEET) prior to securing the apprenticeship and 14 apprenticeships are in priority areas of Scarborough, Selby and Harrogate which have a high proportion of NEET young people.

The initiative also funds an Employability Programme which is being piloted at Northallerton College, to support a small cohort of 5 learners identified as 'at risk' of becoming NEET on leaving school in July 2012. The learners complete an accredited employability programme complemented by practical work experience with NYCC and partner organisations. Since completing the employability programme 4 of the 5 learners have progressed to an apprenticeship opportunity – 2 of which are with NYCC. This approach is being looked at for further roll out in other areas of the county where there is also a need.

### **One Council Organisational Change Programme**

The One Council organisation change programme is now being implemented and key deliverables to date include a centralised Training Administration, an out-posted Workforce Development structure and a new Employment Support Shared Service which co-ordinates a range of related services

Cashable savings are required in 2013/14 and beyond but £600k of early savings have been made in year and this is expected to increase further.

### **Flooding**

As Members will know, there was exceptional rain fall during the last week in September, with much of the county receiving a month's worth of rain or more in less than three days, resulting in severe flooding. The Council and its partners worked hard to minimise the risks to life and property; and are continuing to work hard to help local people, communities and businesses to recover following the flooding. A number of briefings were circulated to Members during the incident, including updates on road and school closures/re-openings and support for vulnerable people, particularly those who had to be evacuated. As always after such incidents, the response of the Council and its partners will be evaluated and any lessons learnt. An account of additional costs incurred is being collated and, if eligible, will be submitted to central government.