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**REPORT TO:** Resources Overview & Scrutiny Commission

**DATE:** 9 February 2006

**REPORTING OFFICER:** Director of Community Services  
*(Mr L Williamson)*

**DEPARTMENT:** Community Services

**SUBJECT:** RECRUITMENT & RETENTION, DEPARTMENT OF  
COMMUNITY SERVICES

**WARDS AFFECTED:** All

**FORWARD PLAN REF:** N/A

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## **1.0 INTRODUCTION**

- 1.1 This report submits information, in respect of the Department of Community Services, in response to the Resources Overview & Scrutiny Commission's consideration of Recruitment & Retention issues.

## **2.0 RECOMMENDATIONS**

- 2.1 That the report be noted.

## **3.0 THE REPORT**

- 3.1 Attached to this report are the following appendices:

**Appendix 1:**

Staff turnover, by Division, within the Department of Community Services 2003 – 2006

**Appendix 2:**

Information relating to vacancies advertised within the Department of Community Services 2005/06.

- 3.2 In addition to the information submitted in the appendices the Commission may wish to make note of the following points:
- Difficulties in recruitment may relate to the specialist nature of jobs (CCTV/Community Safety), private sector competition (sports & leisure facilities, the construction industry and cleaners).
  - There are some areas where it is particularly difficult to recruit and retain staff due to the unpopular nature of the work (grave diggers) the short-term nature of employees' commitments (e.g. young staff acting as life guards prior to going to university) and shift systems providing 24 hour service (e.g. CCTV)

- The Department is prepared, within corporate recruitment & retention policies, to try new recruitment methods. For example we have used radio to raise awareness regarding job vacancies and are due to participate in a recruitment 'road show' at the Cedar Court Hotel, Harrogate.

#### 4.0 CONCLUSIONS

- 4.1 Like all other employers, the Council and the Department of Community Services is competing for good quality staff within a pressurised market. The District's proximity to Leeds and West Yorkshire is both an advantage and a disadvantage - an advantage in the sense that it offers a wider workforce supply; a disadvantage in that it induces demand into the Harrogate District Housing market, serving to inflate house prices and exclude some of those who may work in the lower-paid jobs.

**OFFICER CONTACT:** Please contact Mr Les Williamson, Director of Community Services, if you require any further information on the contents of this report. The officer can be contacted at: Springfield House, Kings Road, HARROGATE, HG1 5NX, by phone on 01423 556885 or by e-mail – [les.Williamson@harrogate.gov.uk](mailto:les.Williamson@harrogate.gov.uk)

#### SUSTAINABILITY ASSESSMENT/CRIME AND DISORDER

		Implications are		
		Positive	Neutral	Negative
A	Economy			
B	Environment			
C	Social Equity			
i)	General			
ii)	Customer Care/People with Disabilities			
iii)	Health Implications			
D	Crime and Disorder			

If all comments lie within the shaded areas, the proposal is sustainable