

SCRUTINY MATTERS AND REVIEWS UNDERTAKEN BY THE COMMISSION

100/05 – **RECRUITMENT AND RETENTION ISSUES PANEL – FINAL REPORT:** The Chair of the Commission invited Councillor Theakston, the Chair of the Recruitment and Retention Panel, to introduce the final report on the work of the Panel in terms of recruitment and retention issues. The Chair wished to place on record the Commission's thanks to those members of the Panel who had been involved in the review. Councillor Theakston referred to the final conclusions and recommendations made by the Panel at its last meeting held on 5th April a copy of which were circulated to Members of the Commission. In doing so Councillor Theakston referred to each of the recommendations, contained in the body of the report, in turn and the reasons why it had been agreed to include them in the final report.

Councillor Theakston requested that a letter of thanks be sent on behalf of the Commission to the various Heads of Department involved in the work of the Panel and that was **agreed**.

The Chair thanked Councillor Theakston for his presentation and referred to a number of significant points set out within the report. The work carried out by the Panel was considered to be excellent and it was recommended that the report be approved and sent on to Cabinet for consideration and action.

Councillor Clark advised that it was originally his suggestion that had led to the establishment of the Recruitment and Retention Issues Panel and referred to the success of the Staff Opinion Survey which was considered to be the most significant piece of work undertaken by the Panel. It was noted that the survey would now be repeated every two years. It was acknowledged that whilst stress, harassment and bullying did affect staff at Harrogate Borough Council, as it did any other employer, these issues did not appear to be the reason for the level of staff turnover within the Council. It was also noted that as a result of the opinion survey further work had been undertaken within the authority regarding these issues. It was acknowledged that whilst there had been significant concern regarding the level of recruitment and retention at the Council that had led to the establishment of the Panel these issues had now been largely addressed and were not considered to be as significant. Councillor Theakston thanked the Resources Commission for their support and wished to place on record his personal thanks to the Scrutiny Officer, Mr Mark Codman for his work and efforts in relation to the Recruitment and Retention Issues Panel. It was **agreed** that the report was approved and would now be presented to Cabinet for consideration.

(6.40 pm – 7.02 pm)