
REPORT TO:	Organisation Improvement and Environment Overview and Scrutiny Commission
DATE:	6 November 2006
DEPARTMENT:	Corporate Policy and Improvement
REPORTING OFFICER:	Scrutiny Officer (Mark Codman)
SUBJECT:	Recruitment and Retention Review
WARD/S AFFECTED:	All
FORWARD PLAN REF:	N/A

1.0

PURPOSE OF REPORT

1.1

In response to a request by Councillor J Clark the Council Resources Overview and Scrutiny Commission established a Panel to consider recruitment and retention issues facing Harrogate Borough Council in May 2002.

1.2

As a result of work of the Recruitment and Retention Panel the Council Resources Overview and Scrutiny Commission reported to Cabinet at its' meeting on 24 May 2006 detailing the work undertaken and relevant Findings.

1.3

Cabinet agreed the recommendations in the report and that an action plan for implementation of the recommendations be developed and reported back to the Commission within two months. Due to the cancellation of the Cabinet meeting in August 2006 Cabinet considered and agreed the Action Plan in principle on 20 September 2006 and that it should be considered by the Organisation and Improvement Overview and Scrutiny Commission (the Commission now with the remit to consider this issue)

1.4

The enclosed report therefore details the agreed Action Plan for consideration by the Commission.

2.0

RECOMMENDATION/S

2.1 It is recommended that the Commission:

2.1.1 Considers the Action Plan and makes recommendations to Cabinet

2.1.2 Considers the Cabinet recommendation that it receives a report in 12 months on the recruitment and retention issues

3.0 THE REPORT

3.1

The enclosed report is the report that was considered and agreed in principle by Cabinet at its' meeting on 20 August 2006. The Cabinet minute is also attached for information.

3.2

The Commission can consider the Action Plan as requested by the previous Council Resources Overview and Scrutiny Commission and make recommendations to Cabinet. Cabinet also agreed that the Commission should receive a progress report in 12 months on the recruitment and retention issues and the Commission can therefore also consider this recommendation. Members of the Recruitment and Retention Panel have been invited to attend for this item.

4.0 CONCLUSION/S

4.1 The Commission can consider the Action Plan and make recommendations to Cabinet. It can also consider the Cabinet recommendation that it receives a report in 12 months on the recruitment and retention issues.

Background Papers -

OFFICER CONTACT: Please contact Mark Codman if you require any further information on the contents of this report. The officer can be contacted at The Department of Corporate Policy and Improvement, Crescent Gardens, Harrogate, by telephone on 01423 556153 or by Email mark.codman@harrogate.gov.uk

SUSTAINABILITY ASSESSMENT / POLICY CONSIDERATIONS

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