

Blaby District Council
Scrutiny Commission

Date of Meeting	2 April 2025
Title of Report	Scrutiny Task and Finish Group: Review into Recruitment and Retention of Staff
Report Author	Senior Democratic Services & Scrutiny Officer

1. What is this report about?

- 1.1 This report presents the findings and recommendation of the Scrutiny Task and Finish Group following a review into recruitment and retention of staff.

2. Recommendation(s) to Scrutiny Commission

- 2.1 That Scrutiny Commission considers the Scrutiny Task and Finish Group's final report and recommendation;
- 2.2 Subject to Scrutiny Commission's approval the report findings and recommendation be submitted to the meeting of Cabinet Executive on 12 May 2025.

3. Reason for Decision(s) Recommended

- 3.1 Scrutiny Commission has a mandate to consider reports from Task and Finish Groups and after discussion request changes to or endorse the report for submission to Cabinet and relevant partners as necessary.

4. Matters to consider

4.1 Background

The Scrutiny Task and Finish Group's interest in examining recruitment and retention practices at the Council developed when a staff update was presented to Scrutiny Commission. Members noted overall sickness absence had increased, and the staff survey had identified increased levels of stress and decreased wellbeing.

The Task and Finish Group reviewed and has made recommendations on the following:

- Recruitment

- Annual Progress Reviews
- Exit Surveys and Leaver Feedback
- Staff Benefits
- Apprenticeship Scheme
- Fixed Term Contracts

The Scrutiny Task and Finish Group considered presentations from the HR Service Manager and Transformation Group Manager, who provided most of the data considered by Members.

A key part of this work, which the task and finish group Members found insightful was considering evidence from Service Managers. Members were keen to stress that any feedback provided would remain anonymous to ensure that employees felt comfortable in providing evidence to Scrutiny.

4.2 Proposal(s)

That Scrutiny Commission Members consider and comment upon the report at Appendix A (to follow).

4.3 Relevant Consultations

The Scrutiny Task and Finish Group thanks the Transformation and ICT Group Manager and HR Services Manager who attended meetings and provided information on recruitment practices, new initiatives and data on staff turnover.

The Scrutiny Task and Finish Group would also like to place on record thanks to the Managers who volunteered their time to attend a meeting to provide their own evidence and experiences in recruitment and retention of their teams.

4.4 Significant Issues

None.

4.5 In preparing this report, the author has considered issues related to Human Rights, Legal Matters, Human Resources, Equalities, Public Health Inequalities and there are no areas of concern.

5. Environmental impact

5.1 No Net Zero and Climate Impact Assessment (NZCIA) is required for this report.

6. What will it cost and are there opportunities for savings?

6.1 None.

7. What are the risks and how can they be reduced?

7.1 None.

8. Other options considered

8.1 No other options were considered.

9. Appendix

9.1 Appendix A – Review into Recruitment and Retention of Staff (To follow)

10. Background paper(s)

10.1 None.

11. Report author's contact details

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