

Blaby District Council

Cabinet Executive

Date of Meeting	12 May 2025
Title of Report	Recommendations of Scrutiny Commission: Review into Recruitment and Retention of Staff This is not a Key Decision and is on the Forward Plan
Lead Member	Cllr. Maggie Wright - Finance, People & Performance (Deputy Leader)
Report Author	Senior Democratic Services & Scrutiny Officer
Strategic Themes	Ambitious and well managed Council, valuing our people

1. What is this report about?

- 1.1 This report presents Scrutiny Commission findings and recommendations following a review into recruitment and retention of staff at Blaby District Council.

2. Recommendation(s) to Cabinet Executive

- 2.1 That Cabinet Executive considers the Scrutiny Commission report and recommendations at Appendix A.

3. Reason for Decisions Recommended

- 3.1 It is a legal requirement for Cabinet Executive to respond to Scrutiny recommendations within 2 months of receiving any such recommendations.

4. Matters to consider

4.1 Background

At its meeting on 2 April 2025 Scrutiny Commission approved the report attached at Appendix A for submission to and response from Cabinet Executive.

4.2 Proposal(s)

Scrutiny requires Cabinet Executive to:

- Consider the report
- To respond by identifying actions proposed in light of the report
- If Scrutiny has published the report, to publish any response

- If Scrutiny has copied the report to a Member, to provide a copy of their response to the Member.

4.3 Relevant Consultations

As outlined at Appendix A.

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 A Net Zero and Climate Impact Assessment (NZCIA) has been carried out and no adverse impacts identified.

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

- 6.1 Not relevant to this report.

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

- 7.1 Any risks would be considered with the implementation of the recommendations.

8. Other options considered

- 8.1 No other options were considered.

9. Appendix

- 9.1 Appendix A – Review into Recruitment and Retention of Staff

10. Background paper(s)

- 10.1 None.

11. Report author's contact details

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