

OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE

MINUTES OF THE MEETING HELD ON 4 SEPTEMBER 2008

Present: Councillors P Connolly, Chairman; R Pitt, Deputy Chairman; Mrs Y R T Clarkson; Mrs E Eastwood; J Kane; Mrs W Metherell; P Whalley and C Whiteside

Officers: N White, Scrutiny Support Officer; T Capper, Democratic Services Manager; H Mitchell, Head of Policy and Performance, L Gleed, Human Resources Manager and C Willoughby, Members Services Technical Support Officer.

Also Present: Councillors K Hitchen and N Williams.

MGT 30/08 Staff Recruitment and Retention

The Committee considered the report of the Staff Recruitment and Retention Task and Finish Group.

During discussion of this item, the Head of Policy and Performance advised Members that it was intended to produce a 'Workforce Development Plan' within the next year.

Members stated they were keen to progress the recommendations as soon as possible due to the large number of temporary/contract/interim staff currently employed by the Council and the changes recommended were to the Recruitment Handbook, that could then feed into the 'Workforce Development Plan' .

Members discussed the recruitment needs where the vacancy was for a specialist job. The Committee also enquired if all Copeland vacancies were advertised on the website and if the Trade Union were being kept fully up-to-date.

The Committee requested that the Staff Survey take place annually to establish the effects on staff morale.

AGREED – that

- a) the report of the Staff Recruitment and Retention Task and Finish Group be received.
- b) the suggested recommendations be incorporated and progressed via the Personnel Panel.
- c) the Staff Survey take place annually
- d) the report be reviewed in 6 months

The meeting closed at 10.45am

Chairman..... Date.....