

EMPLOYMENT COMMITTEE

2 SEPTEMBER 2024

PRESENT

Councillors: J Bennett (Chair), D Acton, B Babar, G Carter, J Leicester, D O'Sullivan

In attendance

| | |
|-------------------|------------------------------------|
| Angela Beadsworth | Director of HR |
| Nina Kijowski | Head of Resourcing and Development |

1. ATTENDANCE

An apology for absence was received from Councillors Haughey, Lepori and Zhi, Cal Aston, Bev Norton and Kate Sturman.

2. DECLARATION OF INTEREST

No declaration of interest was expressed against any of the items on the agenda.

3. QUESTIONS FROM MEMBERS OF THE PUBLIC

No questions from members of the public were received.

4. ASC MARKET SUPPLEMENT

The Director of Human Resources updated the Committee on the Adult Social Care Market Supplement paid to social workers and senior practitioners to encourage recruitment and retention of staff in Adult Social Care, stating that most local authorities offer a similar supplement which is replicated nationally. The supplement has supported us to retain staff and it is recommended it be continued for the next two years.

RESOLVED – That the Committee approve the continuation of the market supplement payment for the next two years with a view of receiving an update on the progress at the end of the first year.

5. PEOPLE PLAN 2024-27

The Head of Resourcing and Organisational Development informed the Committee that the People Plan report submitted is the new name for the People Strategy and that it will set out our people ambitions for the next three years.

Our People Plan has been developed by working together with our people and our partners. We have listened closely to what is important to them and will continue to work in collaboration when implementing the plan. This plan builds on and refreshes the previous people strategy and whilst it is supported and enabled by our HR Team, it belongs to all of us that work at Trafford Council.

Our People Plan has also been shaped by the ambitions laid out in our corporate plan and other plans and strategies that underpin and support us to achieve our corporate priorities.

From feedback and engagement with colleagues we have identified some key priorities and focus areas at each stage of the employee lifecycle namely Work with us, Learn & Grow with us, Belong & Connect with us and Stay and Thrive with us. It's underpinned by how we collaborate with key partners and stakeholders and outlines a set of measures to demonstrate how we are meeting our ambitions.

Whilst our plan sets out our ambitions and priorities, it will be flexible. It is intended to be a live document which may change in line with new priorities, new thinking, and new feedback.

Members felt they had not been consulted and were informed that the plan was not new but had been presented to Committee previously and that this is work in progress. Any feedback Members wish to contribute is welcome as the plan is a live document that will flex and change as the organisation changes.

Members queried the recruitment process and whether it was still a traditional method of questions and answers and were informed that whilst there is a traditional method in place, there are variations depending on the level and type of post. It is also 'values based' approach which means that all applications and questions at interview relate to *how* candidates align with our EPIC values as well as being able to demonstrate skill and technical competence.

Training is provided for Chairs of the interview panels and work is ongoing to improve and modernise the resourcing process.

RESOLVED:

- 1) That Members approve the People Plan
- 2) That the report be noted and welcome opportunity to continue to shape the plan.

6. REGULATORY SERVICES MARKET SUPPLEMENT

The Director of Growth and Regulatory Services informed the Committee of the challenge of recruiting and retaining staff in such a difficult financial climate especially given that historically Trading Standards is a specialised area of any authority with few officers in the market. This makes it even more difficult to fill vacancies and pay is a major factor when it comes to recruiting and retaining staff.

RESOLVED – That the Committee approve the continuation of the market supplement payment for the next two year subject to annual review.

7. AGENCY SPEND Q1

The Head of Resourcing and Development reported on the quarterly agency workers spend and was happy to note a reduction at quarter 4 compared with the same period last year. The reduction in the spend at quarter 4 was particularly noticeable in Legal around specialised solicitors.

The Committee were informed that the majority of spend related to the Children, Adults and Place directorates. Agency spend is monitored monthly and reports to the Committee will continue on a quarterly basis.

Members asked to explore the possibility of developing in house solicitors and stated that other local authorities were spending less suggesting there may be lessons to learn.

RESOLVED – That the report be noted.

8. QUARTERLY REPORT ON EXEMPTION TO THE SICKNESS POLICY

The Director of Human Resources provided a verbal update on the Exemption to the Sickness Policy at quarter four where 5 requests were received: three were approved, one employee left the service due to ill health and one returned to work.

RESOLVED – That the update be noted.

9. URGENT BUSINESS IF ANY

There was no urgent business to discuss