



To: Audit and Procurement Committee

Date: 21 October 2013

Subject: JEEP Suggestion – Banked Recruitment

1 Purpose of the Note

To provide information relating to employee suggestions (extract below) relating to the creation of talent pools/staffing banks:

As a council we could do more to cut costs paid to agency staff and build up a pool of our own bank staff similar to other organisations do i.e. NHS, University's, College. This could cover short, long term or occasional basis to work occasional shifts supporting the team during busy periods, holidays and sickness – this could be as little as covering an hour's work as we are still spending far too much on agency staff.

2 Information/Background

A talent bank of administrative support employees is already in operation. This speeds up recruitment into admin posts dramatically and also helps to reduce agency worker costs.

Such an approach has now been approved for other service areas such as cleaning and catering; gardeners; refuse workers and street cleansing and will be extended to other areas if proved successful.

This mechanism will also provide support for the long term unemployed who can be considered for these jobs, in the first instance by use of agencies such as Job Centre Plus; Remploy and The Job Shop and by giving unemployed people access to open days, selection days or possibly 'work tasters' to equip them to apply for such roles. Where permanent jobs of these types become available they are recruited to, in the first instance, from this pool of people having been pre-selected and possibly already working/worked for us

3 Recommendations

The Audit & Procurement Committee are asked to:

- Note the current talent bank arrangements for admin posts.
- Recommend that work continues on the talent bank arrangements for other service areas mentioned above.

Sue Iannantuoni
Resources Directorate
Tel ext. 2125