

Agenda Item 76.

TITLE	Amendment to Recruitment Policy
FOR CONSIDERATION BY	Personnel Board on 12 December 2018
WARD	None Specific
DIRECTOR	Interim Chief Executive – Heather Thwaites

OUTCOME / BENEFITS TO THE COMMUNITY

A stable, engaged, motivated and capable workforce delivering high quality services to our residents

RECOMMENDATION

That Personnel Board approve the amendment to the Recruitment Policy guaranteeing employees a shortlist interview for roles within the Council when they meet the minimum essential requirements for the position.

SUMMARY OF REPORT

At Personnel Board on 31 October 2018, Personnel Board committed to provide employees with the opportunity to be shortlisting for roles when they meet the minimum requirements for the role. The Recruitment Policy has now been amended to reflect this and is returned to Personnel Board for approval.

Background

See summary

Analysis of Issues

Attachment 1 is the proposed revision of the Recruitment Policy following Personnel Board on 31 October when it was agreed that in order to ensure we recognise talent from within the workforce, we shortlist internal candidates for roles when they meet the minimum requirements for the role as described in the role specification.

This will not only ensure we recognise and encourage internal talent, but be an aid to retaining staff and provide positive messages about Wokingham Borough Council's commitment to rewarding the high performance and the right behaviours and attitude.

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

The Council faces severe financial challenges over the coming years as a result of the austerity measures implemented by the Government and subsequent reductions to public sector funding. It is estimated that Wokingham Borough Council will be required to make budget reductions in excess of £20m over the next three years and all Executive decisions should be made in this context.

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	Nil	n/a	n/a
Next Financial Year (Year 2)	Nil	n/a	n/a
Following Financial Year (Year 3)	Nil	n/a	n/a

Other financial information relevant to the Recommendation/Decision

None

Cross-Council Implications

None

Reasons for considering the report in Part 2

n/a

List of Background Papers

Attachment 1 – Recruitment Policy

Contact Sarah Swindley	Service Business Services
Telephone No Tel: 0118 974 6076	Email sarah.swindley@wokingham.gov.uk