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NORTH LINCOLNSHIRE COUNCIL

GOVERNANCE SCRUTINY PANEL

12 September 2023

Chair: Councillor J Lee **Venue:** Room S01e,
Church Square House,
Scunthorpe

Time: 4.00 pm **E-Mail Address:**
Matthew.nundy@northlincs.gov.uk

AGENDA

1. Substitutions.
2. Declarations of disclosable pecuniary interests and personal or personal and prejudicial interests and declarations of whipping arrangements (if any).
3. To take the minutes of the meeting held on 25 July 2023, and the special meeting held on 14 August 2023 as a correct record and authorise the Chair to sign. (Pages 1 - 4)
4. Public speaking requests, if any.
5. Recruitment and Retention of Council Employees (Pages 5 - 8)
6. Added item, if any.
7. Any other items that the Chairman decides are urgent by reason of special circumstances that must be specified.

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Public Document Pack Agenda Item 3

NORTH LINCOLNSHIRE COUNCIL

GOVERNANCE SCRUTINY PANEL

25 July 2023

PRESENT: - Councillor J Lee (Chairman)

Councillors A Davison (Vice-Chair) and H Rowson

The meeting was held in Room G01e/G02e, Church Square House, Scunthorpe.

149 **SUBSTITUTIONS** - There were no substitutions at the meeting.

150 **DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS AND PERSONAL OR PERSONAL AND PREJUDICIAL INTERESTS AND DECLARATIONS OF WHIPPING ARRANGEMENTS (IF ANY)** - There were no declarations of disclosable pecuniary interests and personal or personal and prejudicial interests.

No whip was declared.

151 **TO TAKE THE MINUTES OF THE MEETING HELD ON 12 JULY 2023, AND THE SPECIAL MEETING HELD ON 12 JULY 2023 AS A CORRECT RECORD AND AUTHORISE THE CHAIRMAN TO SIGN** - That the minutes of the proceedings of the meeting held on 12 July 2023, and the special meeting held on 12 July 2023, having been printed and circulated amongst the members, be taken as read and correctly recorded and be signed by the Chair.

152 **PUBLIC SPEAKING REQUESTS, IF ANY** - No public speaking requests had been received.

153 **LEADER PORTFOLIO - PLACE SHAPING, STEEL AND HEAVY INDUSTRY** - The Chair welcomed Councillor R Waltham MBE to the meeting, the council's Cabinet Member with the Leader Portfolio - Place Shaping, Steel and Heavy Industry. Councillor Waltham MBE had been invited to the meeting to discuss his Cabinet Member portfolio with members, with particular emphasis on –

- Scunthorpe Town Deal update
- Broadband
- Refurbishment of 20-21 Centre
- Transformation of unoccupied retail units
- Houses of Multiple Occupancy
- Devolution
- Humber Acute Services Review

Following the Cabinet Member's verbal presentation, the Chair facilitated a discussion between Panel Members and Councillor Waltham MBE.

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25 July 2023

Resolved – That Councillor Waltham MBE be thanked for his attendance, verbal presentation and for answering members' questions.

154 **ADDED ITEM, IF ANY** - There was no added item for consideration at the meeting.

155 **ANY OTHER ITEMS THAT THE CHAIRMAN DECIDES ARE URGENT BY REASON OF SPECIAL CIRCUMSTANCES THAT MUST BE SPECIFIED** - There was no urgent business for consideration at the meeting.

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NORTH LINCOLNSHIRE COUNCIL

GOVERNANCE SCRUTINY PANEL

14 August 2023

PRESENT: - Councillor J Lee (Chairman)

Councillors H Rowson and L Yeadon

Councillors M Grant and H Yates attended the meeting in accordance with Procedure Rule 1.37(b).

The meeting was held in rooms G01e/G02e, Church Square House, Scunthorpe.

156 **SUBSTITUTIONS** - Councillor L Yeadon substituted for Councillor A Davison.

157 **DECLARATIONS OF DISCLOSABLE PECUNIARY INTERESTS AND PERSONAL OR PERSONAL AND PREJUDICIAL INTERESTS AND DECLARATIONS OF WHIPPING ARRANGEMENTS (IF ANY)** - There were no declarations of disclosable pecuniary interests and personal or personal and prejudicial interests.

No whip was declared.

158 **PUBLIC SPEAKING REQUESTS, IF ANY** - No public speaking requests had been received.

159 **ITEM REQUESTED FOR CALL-IN, IN ACCORDANCE WITH PARAGRAPH 22 OF PART D RULE 5 (OVERVIEW AND SCRUTINY PROCEDURE RULES) OF THE COUNCIL'S CONSTITUTION** - The Chair welcomed everyone to the meeting and invited Councillor L Yeadon and Councillor H Yates to introduce their reasons for calling in the decision. The reasons being -

- Through data the Labour Group had obtained and analysed, we believe there were in excess of 180 unlicensed properties that were being used for multiple occupation within the Crosby and Park Ward alone, with yet more properties in the Town Ward.
- Houses of Multiple Occupancy was a huge issue in Scunthorpe. Consequently, the Labour Group had submitted an added item to be considered by a scrutiny panel in the near future on this very issue.
- The Labour Group had the following concerns about the report, namely –
 - The report referenced a public consultation and business case for a selective licensing scheme in North Lincolnshire. However, the appendix referred to in paragraph 2.6 had not been published

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alongside the report. Please could the Labour Group see the appendix to explore which properties in Crosby, Park and Town wards it included?

- What evidence was the council seeking to obtain, and how would this evidence be used to draft a business case?
- How would any business case, that was to be consulted on, be agreed before it was to be circulated for comment? Would members be able to view the evidence that had been received to assist in the process?
- How would the council consult on the business case? No information was contained in the report as to how it would be undertaken ie public events, written invitation to comment etc.
- Labour Councillors, via the Local Government elections, represented all of Scunthorpe. Therefore, the Labour Group, or at least the Shadow Cabinet Member, would respectfully request that once the evidence had been received, the council share the evidence so that it could contribute towards the business case.

The signatories also believed that the decision was contrary to the policy framework or contrary to, or not wholly in accordance with the budget. The reason being -

- This had significant potential financial implications on associated budgets and future budget setting.

Councillor R Hannigan, Deputy Leader - Adults, Health, Families and Communities Cabinet Member, responded to questions, explaining the rationale for the decision and describing the agreed methodology for the selective licensing of private rented accommodation. Officers assisted the Cabinet Member by responding to technical questions about the council's policy and its implementation.

Resolved – That no further action be taken, and the decision be implemented with immediate effect.

160 **ADDED ITEM, IF ANY** - There was no added item for consideration at the meeting.

161 **ANY OTHER ITEMS THAT THE CHAIRMAN DECIDES ARE URGENT BY REASON OF SPECIAL CIRCUMSTANCES THAT MUST BE SPECIFIED** - There was no urgent business for consideration at the meeting.

NORTH LINCOLNSHIRE COUNCIL

GOVERNANCE SCRUTINY PANEL

RECRUITMENT AND RETENTION OF COUNCIL EMPLOYEES

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To provide a briefing on the recruitment and retention of council employees including the council's policy and what incentives and initiatives could be adopted to encourage employees to remain or join the council.

2. BACKGROUND INFORMATION

- 2.1 The council's recruitment and selection policy sets out our approach to recruitment and is underpinned by the following principles to ensure we attract, appoint and retain a suitable and skilled workforce:
- Promote and safeguard the welfare of children, young people and vulnerable adults.
 - Commit to the recruitment of a diverse workforce to best meet the needs of our customers.
 - Ensure that recruitment decisions are based on reasonable and objective criteria, free from bias or unfair discrimination.
 - Provide training for recruiters to ensure they are fully equipped with the skills to recruit the best people.
 - Make reasonable adjustments to meet individual need, where known.
- 2.2 To assist the recruitment of council employees, the following are in place:
- Bespoke, online recruitment platform (Networx) enabling applicants to apply online easily and managers to advertise, shortlist, arrange interviews and onboard new employees.
 - Ability to tailor application methods depending on the level of post being advertised including CVs and adapted/simplified application forms for different sectors of the labour market.

- Guidance and advice to managers, including advert templates and wording, to ensure quality adverts that sell the role and benefits of working for the council.
- Ability to post adverts across a range of external job boards and social media, alongside the council's website, to ensure labour market reach.
- Recruitment supplements can be used in exceptional circumstances where there is a proven difficulty in recruiting to a post.
- Guaranteed interviews for candidates with a disability and serving members of the British Armed Forces or veterans who meet the essential criteria for a role under the Disability Confident Employer and Defence Employer Recognition schemes.
- Suite of employee benefits including annual leave, agile working, family friendly policies, flexible working, salary sacrifice schemes, gym membership, pension schemes, access to counselling service, Kaarp employee discounts.
- Targeted initiatives such as attendance at job fairs and expos, collaborative working with the council's Action Station and other external agencies, visits to schools and colleges and focused campaigns for shortage areas such as Proud to Care.
- Recruitment supplements can be used in exceptional circumstances where there is a proven difficulty in recruiting to a post.

2.3 In order to retain our employees, we undertake the following:

- Continuous professional development: We offer career pathways and opportunities for development including professional shortage areas such as social work and we seek to develop our own talent pipeline.
- Redeployment: Enables the council to retain valuable skills and experience where employees may be displaced due to a change in work demands or personal circumstances such as health or caring responsibilities or where an apprenticeship is due to end.
- My Conversations: The performance and wellbeing framework ensures that regular, structured conversations take place between employees and their managers. This enables employees to feel motivated and supported in their work and for managers to identify development opportunities, talent and potential.
- Engagement workshops took place earlier this year centred around conversations on how we engage the workforce and is being progressed through the OD transformation workstream.

The council has established staff networks across diverse groups within the workforce. Engagement is a key factor in retaining staff by fostering a sense of belonging as an employee of the council.

- Employee recognition schemes including long service awards and annual Best Awards, which aim to recognise, engage and value employees for their contribution.
- Workforce reporting: Regular reporting on turnover and workforce demographics enables services to understand their current and future workforce requirements and plan accordingly.

2.3 National terms and conditions set the level of pay we can offer, so the council is limited in offering incentives related directly to pay. Consideration may be given to the following incentives and initiatives around recruitment and retention:

- Proactive promoting and marketing of North Lincolnshire Council's employee value proposition (the unique set of benefits that an employee receives in return for their skills, capabilities, and experience) to applicants and employees.
- Developing case studies on working for the council to attract a diverse range of applicants and sell the benefits of working for the council.
- Introducing an employee benefits portal as a 'one stop' shop for accessing a range of benefits and expand the offer to employees.
- Reviewing salary sacrifice schemes to explore whether there are opportunities to increase take-up and expand the range of options available to employees.
- Committing to additional schemes targeted at recruiting and retaining specific groups within the labour market such as the Age Friendly Employer Pledge.
- Building more detailed insight on why employees stay and leave to better understand the employee experience, which can then inform future recruitment and retention strategies.

3. OPTIONS FOR CONSIDERATION

3.1 There are no options relevant to this report.

4. ANALYSIS OF OPTIONS

4.1 There are no options relevant to this report.

5. **FINANCIAL AND OTHER RESOURCE IMPLICATIONS (e.g. LEGAL, HR, PROPERTY, IT, COMMUNICATIONS etc.)**

5.1 Not applicable - this report is intended as a briefing for members.

6. **OTHER RELEVANT IMPLICATIONS (e.g. CRIME AND DISORDER, EQUALITIES, COUNCIL PLAN, ENVIRONMENTAL, RISK etc.)**

6.1 Not applicable - this report is intended as a briefing for members.

7. **OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)**

7.1 Not applicable - this report is intended as a briefing for members.

8. **OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED**

8.1 No consultation required for purpose of briefing.

9. **RECOMMENDATIONS**

9.1 That this briefing report is noted.

DIRECTOR: ECONOMY AND ENVIRONMENT

Church Square House
Scunthorpe
North Lincolnshire
DN15 6NL

Author: Debbie Searles, Head of HR & OD

Date: 1 September 2023

Background Papers used in the preparation of this report – None.