

HERTFORDSHIRE COUNTY COUNCIL

**ADULT CARE SERVICES SCRUTINY COMMITTEE
TUESDAY 27 JUNE 2002 AT 10.30 A.M.**

Agenda Item No.

5

**PERSONNEL AND EMPLOYMENT BEST VALUE REVIEW (INCLUDING
RECRUITMENT AND RETENTION OF STAFF)**

Report of the County Secretary

Report author: Peter Hull, Committee Administrator Tel: 01992 555565
Executive Member: David Beatty and Bernard Lloyd

1. Purpose of report

To consider the Personnel and Employment Best Value Review report and decisions as agreed by Cabinet on 22nd March 2002 particularly in so far as they affect the Recruitment and Retention of Staff within Adult Care Services.

2. Summary

2.1 This Committee, at its last meeting on 14th March, scrutinised an item on "Waiting Times for Assessments and Services for Adult Care". Arising out of detailed scrutiny Members were conscious of the problems and the necessity to improve permanent staffing levels within teams to speed up waiting times for assessments and services within Adult Care.

2.2 To enable the Committee to have more information on issues concerning recruitment and retention of staff, attached is:

- (a) the Cabinet report of 22nd March on the Personnel and Employment Best Value Review. The recommendations of the Panel were endorsed by the Cabinet. Issues concerning recruitment and retention of staff are referred to in detail at paragraph 6, pages 9 and 10 (APPENDIX 'A');
- (b) the report of the Corporate Director (People and Property) to the Cabinet Recruitment and Retention Panel held on 26th February 2002 (together with the minutes of that meeting). This will provide background information to the Best Value report at 'b' (APPENDIX 'B').

2.3 Members should note that the Cabinet's Recruitment and Retention Panel is ongoing and meeting next on the 9th July 2002. It is intended that it will review progress to improve recruitment and retention of staff across County Council services.

Conclusion

The Personnel and Employment Best Value Review is, of course, completed and currently being implemented but the Committee may report with recommendations concerning recruitment and retention of staff in one or more of the following ways:-

- (a) to the Council
- (b) to the Executive Member for Best Value
- (c) to the relevant Officers i.e. Corporate Director (People and Property) (Alan Warner) and Director of Adult Care Services (Caroline Tapster)
- (d) to the Cabinet Panel on Recruitment and Retention of Staff.
(Coincidentally two Members of this Committee serve on the Panel i.e. Ken Coleman and Ann Webb.)

(Standing Order SC7 in respect of "Scrutiny Committees - Reports and Call In" relates.)

Background Information

Background information referred to by the author while compiling this report.

Report and Minutes of Cabinet meeting of 22nd March 2002 in respect of Personnel and Employment Best Value Review.

Report and Minutes of the Cabinet Recruitment and Retention Panel of 26th February 2002.