

EMPLOYMENT COMMITTEE

1 OCTOBER 2020

PRESENT:

Councillors Humphreys (Chairman), Barnett (Vice-Chair), Birch, Greatorex, Robertson, Silvester-Hall, Warburton and S Wilcox

30 APOLOGIES FOR ABSENCE

Apologies are recorded for Councillor Gwilt and Councillor Grange.

31 DECLARATIONS OF INTEREST

There were no declarations of interests.

32 MINUTES OF THE PREVIOUS MEETING

The minutes of the previous meeting as circulated were agreed.

RESOLVED: That the minutes of the previous meeting be signed as a correct record.

33 APPRENTICESHIP UPDATE

The Committee received an update on apprenticeships. It was reported that there have been challenges in getting the programme up and running using the new frameworks. It was reported that the two main barriers to this are the limitations set by the frameworks as the public sector job requirements are not a priority for the providers. Lichfield District Council is a small council with limited capacity and small teams, which inhibits our ability to provide support to new entrants.

The People Strategy incorporates the targets outlined in the report and Lichfield District Council are starting to see an increase in appointment of these roles.

The possibility of using the apprentice programme to provide support to departments which experience issues recruiting and retaining staff was raised by the Committee, along with the option of increasing the financial remuneration of the apprenticeship to increase the incentive. There are departments, such as planning, which would benefit from additional resources, however, they require the appointment of experienced officers, appointing an apprentice would not fulfil the skill set required.

Only 11% of public bodies are achieving the 2.3%, this is due to the frameworks being designed for private sector organisations with large scale recruitment and more generic roles. It would therefore be beneficial to use the levy funding in alternative ways, such as to develop existing staff.

National rates and job evaluation scheme guide the rate of pay offered within the organisation, however where we have offered a salary rather than the national apprenticeship rates this has proved positive in recruiting staff.

The LGA have identified key services where there is a national shortage of staff within the public sector, such as planning, and they are addressing these nationally.

RESOLVED: That the information given was noted.

34 EXCLUSION OF PRESS AND PUBLIC

RESOLVED: That, as publicity would be prejudicial to public interest by reason of the confidential nature of the business to be transacted the public and press be excluded from the meeting for the following item of business which would involve the likely disclosure of exempt information as defined in Paragraphs 1 & 3 of Part 1 of Schedule 12A of the Local Government Act 1972 as amended.

IN PRIVATE

35 COVID 19 RESPONSE PAYMENTS

This item was considered in private.

36 VOLUNTARY REDUNDANCY

This item was considered in private.

(The Meeting closed at 7.02 pm)

CHAIRMAN