



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

24TH FEBRUARY 2020

REPORT OF THE HEAD OF HUMAN RESOURCES – SHEENAGH REES

Matter for Decision

Wards Affected: All wards

Introduction of Guaranteed Interview Scheme for Veterans of the Armed Forces

1. Purpose of Report:

The purpose of this report is to seek Member approval to introduce a Guaranteed Interview Scheme for Veterans of the Armed Forces.

2. Background:

The Council received a letter on behalf of Darren Millar, Clwyd West AM and the Chair of the Cross Party Group on Armed Forces and Cadets in relation to introducing a Guaranteed Interview Scheme for veterans of the armed forces, (attached as **Appendix 1**). Mr Millar lobbied the First Minister to introduce a Guaranteed Interview Scheme in the Welsh Government and following this has encouraged local authorities in the Wales to follow suit and introduce a Scheme.

In a press release, Mr Millar said that many veterans face difficulty in trying to access employment once they have left their time in the military and guaranteed interviews are one way of helping them overcome the barrier they face. In the United States, there are guaranteed interviews with some public sector employers so that veterans have the opportunity to at least present themselves directly to an employer, and these have proved to be very successful in assisting veterans in their transition back to civilian life.

As a result of this, as a Council, we are seeking approval to adopt a Guaranteed Interview Scheme for Armed Forces Veterans.

3. Amendments to Policies

In order to qualify for a guaranteed interview, the candidate must meet all the essential criteria for the post, be currently serving in the armed forces and within 12 weeks of the discharge date, or have the armed forces as the last long term employer, with no more than 3 years lapsed since the discharge date.

The Council's Recruitment and Selection Policy has been amended to reflect the Guaranteed Interview Scheme. In addition to this, the corporate application form has an option for veterans to tick that they are claiming a guaranteed interview. The Council's website also has information on the Guaranteed Interview Scheme on the front page of the jobs pages.

4. Financial Impacts:

There are no financial impacts associated with this report.

5. Integrated impact assessment:

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage assessment, attached at appendix 1 has indicated that a more in-depth assessment is not required. A summary is included below:

“A full impact is not required as there is no impact on any protected group. It also has no negative impact on bio-diversity or the Welsh Language”.

6. Valleys Communities Impacts:

No Implications

7. Workforce Impacts:

The introduction of this guaranteed interview scheme will have a positive impact on potential applicants and will reflect positively on the Council as an employer.

8. Legal Impacts:

No implications.

9. Risk Management Impacts:

No implications.

10. Consultation:

There is no requirement under the Constitution for external consultation on this item. The proposal has been communicated with the Trade Unions via the Local Government Services Forum who were fully supportive of the initiative.

11. Recommendations:

It is **RECOMMENDED** that Members **APPROVE** the introduction of a Guaranteed Interview Scheme for Veterans of the Armed Forces.

FOR DECISION

12. Appendices:

Appendix 1 – Letter from Darren Millar, AM

Appendix 2 – First Stage Integrated Impact Assessment

13. List of background papers:

None.

14. Officer Contact

Sheenagh Rees, Head of Human Resources, Email: s.rees5@npt.gov.uk or tel. 01639 763315.