



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

### **PERSONNEL COMMITTEE**

**29<sup>TH</sup> NOVEMBER 2021**

### **REPORT OF THE HEAD OF HUMAN & ORGANISATIONAL DEVELOPMENT – SHEENAGH REES**

#### **Matter for Information**

**Wards Affected: All wards**

#### **Removal of Recruitment Restrictions**

##### **1. Purpose of Report**

The purpose of this report is to seek Member approval to remove recruitment restrictions first implemented in April 2011, under the provisions of the Workforce Strategy Collective Agreement 2010 and subsequently amended in June 2021.

##### **2. Background**

The Head of Service Workforce Planning Group (formally known as the Head of Service VR Group) was established in 2011 with the aim of ensuring a consistent and joined up approach across the council. This included overseeing recruitment restrictions designed to avoid compulsory redundancies during the years of austerity and facilitating redeployment.

The Group helped develop recruitment restrictions. These were reviewed earlier this year:

- a) Vacancies will be advertised for a 2 week period, simultaneously to Prior Consider and Internal Only candidates.
- b) If vacancies cannot be appointed to following Prior Consideration / Internal Only advertising, recruiting managers can request external advertising via a business case to the Workforce planning Group.
- c) At any stage in the recruitment process, if a prior consideration application present him/herself s/he should be considered before any other applicant.
- d) Should there be a significant increase in numbers of employees 'at risk' the Head of Human and Organisational Development, in consultation with trade unions and the Workforce Planning Group will have the authority to re-instate the requirement to advertise to those 'at risk' prior to any other candidates.

### **3. Proposal to lift restrictions**

Since the Welsh Government moved to level zero in August, as well as seeing a sharp increase in Covid rates with all of the implications that has for our service delivery, the re-opening of the economy and society has also generated additional demand for services. The council is now busier in many services since the pandemic began.

Action is being taken to recruit additional people to work in those services under the most acute pressure as well as increasing our efforts to recruit to vacancies across all services. Additional posts have been established on a fixed term basis in the HR Team to support this effort, and the Principal HR Manager is in the process of recruiting to these posts.

Recruiting is not easy in the current climate as there are currently a lot of jobs available in the economy so the Chief Executive has set up a recruitment taskforce to explore all avenues to bring more people on board. Through the

years of austerity the council has not advertised many jobs externally as we were shrinking the size of our workforce. That has now changed and therefore it is proposed that we now lift all recruitment restrictions and revert to the council policy of advertising all jobs internally and externally at the same time.

Those employees entitled to Prior Consideration Status (**see below**) will continue to be considered ahead of all other candidates in every recruitment process – line managers will be asked to consider, interview and determine the appointment of prior consideration applicants before any other applicants are considered.

### **Tier One**

- Employees under notice of redundancy
- Employees at risk of redundancy
- Medical redeployees
- Employees at Stage 3 of the Capability Procedure
- Employees on a Temporary / Fixed Term Contract, who have been subject to two or more successive fixed terms contracts over a four year period or more

### **Tier Two**

- Employees on a Temporary / Fixed Term Contract with EITHER 12 months continuous service with the Council OR a contract of 12 months or more duration
- Employees in a pay protection situation

## **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 removal of recruitment restrictions should not adversely impact on prior consideration candidates. This will be monitored by the Head of Human & Organisational Development, to ensure that this remains the case.

## **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. Consultation is taking place with the Trade Unions via the Local Government Services Forum and their feedback will be provided at Committee.

## **11. Recommendations:**

It is **RECOMMENDED** that Members **APPROVE:**

a) the removal of recruitment restrictions.

b) Should there be a significant increase in numbers of employees 'at risk' the Head of Human and Organisational Development, in consultation with trade unions and the Cabinet Member for Corporate Services and Equalities will have the authority to re-instate restrictions.

## **FOR DECISION**

### **12. Officer Contact**

Sheenagh Rees, Head of Human & Organisational Development, Email: [s.rees5@npt.gov.uk](mailto:s.rees5@npt.gov.uk) or tel. 01639 763315.