

<b>Report to:</b>	<b>FINANCE AND AUDIT COMMITTEE</b>
<b>Relevant Officer:</b>	Carmel McKeogh, Deputy Chief Executive
<b>Date of Meeting</b>	29 <sup>th</sup> January 2015

## **STRATEGIC RISK REGISTER – RETENTION OF STAFF OF THE RIGHT CALIBRE AND MAINTAIN MORALE**

### **1.0 Purpose of the report:**

- 1.1 To inform members by way of a presentation on the 29<sup>th</sup> January 2015 which will explain all that is being done by the Council to ensure that it retains high calibre staff and maintain morale in line with the Council's commitment to reduce the risk of this impacting on the performance of the organisation.

### **2.0 Recommendation(s):**

- 2.1 To note the content of the presentation and scrutinise the actions undertaken to ensure they are fit for purpose.

### **3.0 Reasons for recommendation(s):**

- 3.1 To ensure that the Council is satisfactorily managing and minimising the impact of its identified strategic risks.

3.2a Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No

3.2b Is the recommendation in accordance with the Council's approved budget? Yes

### **3.3 Other alternative options to be considered:**

Managing risks is a key issue for the council and as this issue has been identified as a key strategic risk there is no option other than to minimise and mitigate the risk.

#### **4.0 Council Priority:**

##### **4.1 The relevant Council Priority**

“Deliver quality services through a professional, well-rewarded and motivated workforce “

#### **5.0 Background Information**

5.1 The Council has identified that it is key that it retains staff of the right calibre to perform its functions and that the morale of the workforce is positive. This is particularly important in today’s climate of financial pressure where employees are under increasing pressure to do more with less and where in many cases demand is ever increasing.

5.2 The Council takes very seriously its commitment to staff and has undertaken a range of activities to demonstrate that such as, regularly monitoring how people feel about the organisation, managing and learning from labour turnover and developing staff and leaders for the future. The Council has made a conscious decision to invest in the development of staff despite the financial pressures and it is clear that the significant changes in local government services cannot be achieved without high calibre, skilled and motivated staff.

5.3 A presentation will be provided to the Committee by the Deputy Chief Executive which outlines the programmes undertaken to date and the plans for the future.

5.4 Does the information submitted include any exempt information? No

##### **5.5 List of Appendices:**

Appendix 3a: Excerpt from Strategic Risk Register

#### **6.0 Legal considerations:**

6.1 The management of employee related matters is governed by employment law and the Council will always work within that legal framework. However, most of what is undertaken by the authority in respect of maintaining morale and keeping good quality staff goes over and above that which is required by law and sits within the context of excellent employment and retention practices.

**7.0 Human Resources considerations:**

7.1 This report and the presentation to members are entirely related to human resources matters.

**8.0 Equalities considerations:**

8.1 Equalities law and employment law are intertwined in many ways and all that the Council does in terms of supporting the Council's employees is considered in terms of its equality implications. The workforce of the Council is subject to an equalities review each year which monitors the progress of the authority in terms of how closely the workforce profile mirrors the community that the Council serves.

**9.0 Financial considerations:**

9.1 The actions taken to maintain morale and retain staff must be taken within the agreed budget parameters.

**10.0 Risk management considerations:**

10.1 This paper and the presentation to Committee relate to how the Council manages the strategic risk around retaining the right calibre of staff and maintain morale.

**11.0 Ethical considerations:**

11.1 Behaving and being recognised as a good employer who values and supports its workforce is important to the council. This issue is a priority of the organisation and fits with its values.

**12.0 Internal/ External Consultation undertaken:**

12.1 Not applicable

**13.0 Background papers:**

13.1 None