

MAJOR REVIEW - HR RECRUITMENT PROCESS

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REASON FOR ITEM

To note the report and evidence given to the Committee regarding the review on Employee Induction and Retention.

OPTIONS OPEN TO THE COMMITTEE

The Committee is asked to listen to the witness sessions and comment on the report which will progress the review.

BACKGROUND

- At the last meeting of the Committee held on 15 June 2017, approval was given to this Committee's next review topic on Employee Induction and Retention.
- At this meeting, Members will discuss further information on the review using the terms of reference that were set at the last meeting:
 1. *To review the current employee induction process at both junior and senior levels and how employees become culture fit within a democratic organisation;*
 2. *To review the retention rate / turnover of staff and activity current in place to support the retention of staff;*
 3. *To seek out examples of best and novel practices from the private, public and other sectors in both induction arrangements and how organisations seek to retain their high calibre staff; and*
 4. *To make positive recommendations to the Cabinet on any improvements in working practices or operations.*
- Employees from the Council will also be in attendance to give evidence to the review and answer any questions Members may have.