

**Written statement of a non-key officer decision**  
**Chief executive**

<b>Title</b>	<b>Recruitment and retention of difficult to recruit roles</b>
Decision maker	Chief executive
Date of decision	18 July 2018
Report exemption class	Open
Purpose	<p>To approve a small number of incentives as part of the council's drive to recruit and retain people to 'hard to fill' roles; for example, but not exclusively, qualified social workers, solicitors, trading standards officers and planners.</p> <p>There are a number of roles within the council that are difficult for us to recruit to. The reasons vary from role to role and over time. The recruitment difficulties create problems in ensuring we deliver the best outcomes we can for residents and present challenges in the provision of some statutory services</p> <p>The report outlines the measures proposed to address the issues related to recruitment and retention to hard to fill roles, the proposal for determining which roles qualify and the reporting mechanism to employment panel.</p>
<b>Decision</b>	<p><b>That:</b></p> <p><b>(a) The incentives to support recruitment and retention to hard to fill roles are approved.</b></p>
Reason for the decision	<p>As set out in the report. Documents relating to this decision are available at</p> <p><a href="http://councillors.herefordshire.gov.uk/mglIssueHistoryHome.aspx?IId=50025468">http://councillors.herefordshire.gov.uk/mglIssueHistoryHome.aspx?IId=50025468</a></p>
Consultation	
Options considered	<ol style="list-style-type: none"> <li>1. There are no alternatives to the recommendation; it is a function of the panel to be consulted on overall employment terms and conditions (including policies) to be determined by the head of paid service.</li> <li>2. Leave the current situation 'as is'. This option is not</li> </ol>

	<p>recommended as the criticality, risk and additional costs associated with turnover and reputation as well as pressure on other staff mean new actions are required.</p> <p>3. Ad hoc action of returning to employment panel each time a new hard to fill role is identified or as 'new options' emerge to address recruitment and retention in existing roles. This option is not recommended as it may lead to decisions being taken in isolation on a piece-meal basis and may lead to inconsistencies in approach.</p>
Declarations of interest	

Officer:	<p>.....</p> <p>Chief executive (Alistair Neill)</p>	Date 18 July 2018
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