

## **APPENDIX 1**

### **WORKFORCE PLAN, YEAR ONE ACTION PLAN EXTRACT:**

<b>Issue</b>	<b>Action</b>	<b>Lead</b>	<b>Resources</b>	<b>Timescale</b>	<b>Outcome</b>	<b>Measure</b>
<p>Recent recruitment difficulties in following areas:</p> <ul style="list-style-type: none"> <li>• Qualified Planners</li> <li>• Senior Planners</li> <li>• Transport Planners</li> <li>• Minerals planners</li> <li>• Enforcement Planners</li> </ul> <p>Historic recruitment difficulties in following areas:</p> <ul style="list-style-type: none"> <li>• Solicitor</li> <li>• Accountant</li> <li>• IT Manager</li> <li>• GIS staff</li> <li>• Cleaners-remote locations</li> <li>• Cook in Charge LHH</li> </ul>	<ul style="list-style-type: none"> <li>• Identify ways of enhancing the market position where we have recruitment difficulties through e.g. use of market supplements, special responsibility allowances, reimbursement of professional fees, and increasing existing allowances</li> <li>• Put in place arrangements to grow our own/trainees Identify career paths and career grade posts</li> <li>• Sponsor students through University and offer paid work experience during vacations</li> <li>• Golden hellos</li> <li>• Look at differentials and whether they encourage or discourage movement</li> <li>• Review essential criteria and qualifications required</li> </ul>	Head of HR letting a contract to an external pay specialist	C £15,000	July 05-February 06	<p>Appropriate Solutions to recruitment difficulties</p> <p>Specific posts with career grades</p> <p>One student on a sponsored place</p> <p>Resolution re differentials issue</p> <p>Share outcomes with the partnership</p>	Increased ability to recruit staff to posts identified, i.e. less posts identified as difficult to recruit