

Cabinet Scrutiny Committee

**Minutes of the Meeting Held on Tuesday 18 March 2014 at 10am
in the Edwards Room, County Hall, Norwich**

Committee Members Present:

Mr B Borrett (Chairman)

Mr R Bearman

Mr R Coke

Mr D Collis

Ms E Corlett

Mr T Garrod

Mr S Hebborn

Mr H Humphrey

Mr T Jermy

Mr C Jordan

Mrs J Leggett

Mrs E Morgan

Mr R Smith

Dr M Strong

Mrs A Thomas

Mr B Watkins

Mr M Wilby

Other Members Present:

Mr P Hacon

Officers Present:

Jane Hanrahan

Karen Haywood

Audrey Sharp

Chris Walton

OD and Workforce Planning Team Manager

Scrutiny Support Manager

Interim Head of HR and OD

Head of Democratic Services

1 Apologies and substitutions.

1.1 Apologies were received from Mrs S Gurney (Mr T Garrod substituted).

2 Declarations of Interests

2.1 There were no declarations of interest.

3 Minutes

3.1 The minutes of the meeting held on 11 February 2014 were confirmed as a correct record and signed by the Chairman.

4 Items of Urgent Business

4.1 The Chairman advised that the Annual General Meeting of the Council was scheduled for 27 May 2014, which was also the date scheduled for a Cabinet Scrutiny Committee meeting. He said that he was keen to hold a Cabinet Scrutiny Committee meeting to consider items which may arise from the Cabinet meeting on 12 May, although there would be insufficient time to allow for the full call-in process before the new Committee Governance arrangements came into effect. The Head of Democratic Services advised that he was aware of the issue

and was considering the various options. A proposal would be brought to the April meeting of the Committee for consideration.

5 Call-in item

No call-ins were received.

6 Graduate Recruitment and Support

6.1 The Committee received a report by the Acting Head of HR and Organisational Development updating the Committee on graduate recruitment. The report outlined Norfolk County Council's overarching strategy to support graduates, which took the form of work placements, traineeships and recruiting to targeted grade roles.

6.2 The following comments were noted during the discussion:

- Members felt more work was needed within schools to ensure that young people thinking of attending higher education were made aware of the career opportunities available to them and were supported in ensuring that they were making the right higher education choices to meet their needs. In particular, reference was made to local industries, such as the energy and engineering sectors, within the county and whether we were supporting young people interested in pursuing careers in these areas.
- Members also considered the wider economic benefits of retaining graduates in Norfolk either from the University of East Anglia or young people returning to Norfolk following graduation. It was felt that the County Council should lead by example by recruiting and supporting the employability of graduates whenever possible.
- The Committee was pleased to note the recent launch of Norfolk County Council's Developing Norfolk's Future Workforce (DNFW) programme which had been developed to improve the knowledge and understanding of Norfolk's young people about the range of career opportunities available to them in the county.
- Members suggested that in order to give graduates the best opportunities in employment, they should be encouraged to keep up their foreign language skills so as not to limit themselves to English speaking opportunities.
- Norfolk County Council had to date placed 29 graduates on work experience placements under the Get Britain Working scheme. The scheme would continue until September 2014 and that the initial target of 30 placements would soon be reached. Applicants interested in the Get Britain Working Scheme needed to be referred from the Job Centre as these placements could only be offered to graduates who had been unemployed for six months or longer.
- The finance department employed apprenticeships rather than graduate placements as it suited the business needs of that department and provided excellent training and progression opportunities.

- The Committee commended the work carried out under the newly qualified teacher recruitment and development initiative and the good work carried out by the Norfolk Integrated Education Advisory Service in promoting teaching. Members were pleased to note work would continue after 2014/15, although this could be in a reduced capacity due to budget constraints.
- The OD and Workforce Planning Team Manager advised that she was unaware of any internships available in schools, although there may be such schemes available.
- No comparisons had been made between Norfolk and neighbouring authorities and Members expressed an interest in ascertaining the work that was being done by other authorities on graduate recruitment and support.
- The OD and Workforce Planning Team Manager confirmed that the traineeship scheme for solicitors run by nplaw was a paid internship.
- Members felt that the Norfolk County Council graduate recruitment scheme was a good scheme offering varied opportunities and if funding was available, the scheme should continue.
- The Committee noted the recent launch of the 'Developing Norfolk's Future Workforce (DNFW) programme' which had been developed with the aim of improving the knowledge and understanding of Norfolk's young people about the range of career opportunities available to them in the county. In support of this, the Committee **agreed** to recommend to Cabinet that the County Council should develop a policy on learning both at school and undergraduate level which could inform strategies that linked into the work of the DNFW programme and establishing the County Council's commitment to supporting young people in considering the range of career opportunities available to them. Cabinet Scrutiny Committee recognised that this would be a piece of work for the new committees to undertake but wished to flag this up to Cabinet at this stage in view of the importance to the Norfolk economy and to ensure that it be included in the transition to the new system of governance.

6.3 **RESOLVED** to

- note the report.
- Recommend to Cabinet that the County Council should develop a policy on learning both at school and undergraduate level which could inform strategies that linked into the work of the DNFW programme and establishing the County Council's commitment to supporting young people in considering the range of career opportunities available to them. Cabinet Scrutiny Committee recognised that this would be a piece of work for the new committees to undertake but wished to flag this up to Cabinet at this stage in view of the importance to the Norfolk economy and to ensure that it be included in the transition to the new system of governance.

7 **Cabinet Scrutiny Committee: Forward Work Programme**

- 7.1 The Committee received and **noted** the Forward Work Programme.
- 7.2 The Interim Head of HR and OD updated the Committee on the latest position with the recruitment of the Managing Director. She advised the Committee that the selection process had been completed and the Appointments Panel had made their recommendation. The appointment would be announced on Wednesday 19 March and Members were reassured that they would be made aware of the appointment before it was released to the Press.

The appointment of the Managing Director would be ratified at the full Council meeting on Monday 24 March 2014.

- 7.3 The Chairman advised that he had requested the most up to date information on the Sustainable Drainage Systems (SuDS) be brought to the April meeting, where Cabinet Scrutiny Committee could agree how to proceed under the new Committee Governance arrangements.
- 7.4 The final report of the Rural Isolation Member Working Group would be received at the Cabinet Scrutiny Committee meeting in 29 April 2014.

The meeting ended at 10.45am.

CHAIRMAN



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