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ADDITIONAL CIRCULATION



To: Councillor Allan, Convener; Councillor Houghton, Vice Convener; and Councillors Cameron, Copland, Delaney, Graham, Hutchison, Macdonald and Reynolds.

Trade Union Advisers: Carole Thorpe and Ron Constable (EIS); Brenda Murdoch and David Willis (GMB); Edwin Cameron and Thomas Whyte (SSTA); Kenny Luke and Alison Robertson (UNISON); Joe Craig and Mishelle Gray (UNITE); and Rob Stephen and 1 vacancy (VOICE).

Town House,
ABERDEEN, 11 March 2019

STAFF GOVERNANCE COMMITTEE

The undernoted item is circulated in connection with the meeting of the **STAFF GOVERNANCE COMMITTEE** to be held here in the Town House on **MONDAY, 18 MARCH 2019 at 2.00pm.**

FRASER BELL
CHIEF OFFICER - GOVERNANCE

BUSINESS

WORKFORCE STRATEGY

- 9.1 Recruitment and Retention - LGV Drivers and Roads Infrastructure - OPE/19/206 (Pages 3 - 4) – **Replacement Pages**

Please note that there was an error in the figure at paragraph 3.2.3 of the original report and this has been rectified in the attached.

Should you require any further information about this agenda, please contact Stephanie Dunsmuir, tel 01224 522503 or email sdunsmuir@aberdeencity.gov.uk

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ABERDEEN CITY COUNCIL

COMMITTEE	Staff Governance Committee
DATE	18 March 2019
REPORT TITLE	Retention/Recruitment
REPORT NUMBER	OPE/19/206
DIRECTOR	Rob Polkinghorne
CHIEF OFFICER	Mark Reilly
REPORT AUTHOR	Paul McPherson & Alan Robertson
TERMS OF REFERENCE	Purpose 5

1. PURPOSE OF REPORT

1.1 The purpose of this report is to inform the Committee:

- Of the current issues relating to LGV Driver recruitment and retention and the mitigating actions being taken to alleviate this for Waste & Recycling Services.
- Of the issues relating to the recruitment and retention of staff within the Roads Infrastructure Service.

2. RECOMMENDATION

2.1 That Committee note the range of different approaches as set out in this report which seek to attract a wider and diverse range of applicants for these roles and subsequently reduce the vacancy level.

3. BACKGROUND

3.1 The issues with recruitment were discussed at the Operational Delivery Committee of 29 May 2018 and a report to Staff Governance Committee was requested.

3.1.1 This was presented in the form of a Service Update to the Staff Governance Committee on 1 November. The Committee requested that further work be done on this and a formal report presented at the next Committee.

3.1.2 The Roads Service also presented a Service Update on the same matter to the Operational Delivery Committee in November 2018 and as a result it was agreed to amalgamate the issues from both Services into one consolidated report.

3.2 Waste & Recycling Service

- 3.2.1 The Waste & Recycling Service has a daily requirement for 49 LGV drivers to run the waste and recycling collection services.
- 3.2.2 The establishment has 64 LGV Driver posts (additional posts allow for cover for annual leave, sickness or other absence). The service has never been at full driver establishment in the past 3 years and more.
- 3.2.3 Currently, the service has 15 LGV Driver vacancies and relies on agency drivers to keep the service running.
- 3.2.4 The service now has had an open advert for LGV Driver vacancies for some time and additional steps to promote these vacancies have been taken including using radio advertising, press advertising and social media to try to reach a wider audience of applicants. Regular posts on the Council's social media platforms (Facebook, twitter and LinkedIn) continue to try to promote these roles on an ongoing basis.
- 3.2.5 Despite this, the application rate remains very low and only four new drivers have been recruited to the service in the last 6 months (one from an earlier recruitment advert and three since the permanent open advert was placed in June 2018). In addition, three existing drivers also left the service during this period and therefore the overall impact on the vacancy numbers is one additional driver with 15 LGV driver vacancies remaining.
- 3.2.6 The service has been working towards different approaches to attempt to attract more applicants to the Council for these vacancies and subsequently reduce the vacancy level. As part of this work it has been identified that highlighting the whole Aberdeen City Council benefits package of benefits may be a good way to do this.
- 3.2.7 These benefits include:
- Excellent employment terms and conditions (annual leave, sickness absence policy, family friendly policies, training and development opportunities, special leave, overtime, etc)
 - Access to the pension scheme
 - Job security
 - Local work (no long haul or overnight work required)
 - Working hours
 - Varied driving work (not continuous motorway driving)
 - New fleet of vehicles
 - Strong ethos on equality and diversity at work
 - Technology purchasing, car leasing and discounts at several online and in-store retailers
 - Employee counselling service (for self and for members of family)
 - Sense of public work – overall purpose of the organisation is to support the people of Aberdeen (including children and vulnerable adults). Each role contributes to this.