

Regeneration & Transport Select Committee

A meeting of Regeneration & Transport Select Committee was held on Tuesday, 23rd October, 2007.

Present: Cllr Maurice Perry(Chairman), Cllr Dick Cains Cllr Mrs Eileen Craggs, Cllr John Fletcher,

Officers: R. Todd, M. Rowell, (DNS), D. Ladd, G. Birtle, M. Jones (LD)

Also in attendance: J. McCann (Head of Direct Services - DNS), R. Bradley (Service Manager -DNS), J. Spittle (Head of Human Resource)

Apologies: Cllr Kevin Faulks, Cllr Paul Kirton, Cllr Liz Nesbitt, Cllr Fred Salt, Cllr Michael Smith

RTS 28/07 **Declarations of Interest**

No interests were declared.

RTS 29/07 **Draft Minutes of the Meeting held on 15th October 2007**

Consideration was given to the content of the draft minutes of the meeting held on 15th October 2007.

CONCLUDED that the minutes of the meeting held on 15th October 2007 be forwarded to Council for consideration.

RTS 30/07 **Review of Employability**

As part of the Review of Employability the following witnesses had been invited to the meeting to give evidence to Members:-

Julia Spittle - Head of Human Resources
Jamie McCann - Head of Direct Services
Richard Bradley - Service Manager

Prior to the meeting Members received information on several initiatives relating to 'employability' and information on the policy and procedure of other Local Authorities.

The evidence provided by J. Spittle (Head of Human Resources) covered the following key areas: -

1. The four key elements of Human Resources
2. Workforce data 2006 -7
3. The Recruitment Bureau next steps
4. The HR Strategy action plan
5. Workforce development

Members were given an opportunity to ask questions of the Officer. The support and resources needed for those with learning disabilities or those from a disadvantaged background which would enable them to be successful in their employment with Stockton-on-Tees Borough Council was discussed.

It was noted that detailed written questions forwarded to the officer prior to the

meeting by the committed had been completed and were circulated.

J. McCann (Head of Direct Services), and Richard Bradley (Service Manager) presented evidence on Direct Services which covered: -

1. The range of services provided by the department
2. The skill range of the departments staff
3. The recruitment of new staff
4. The use of agency staff and the benefits of this
5. The number of staff employed on apprenticeship schemes
6. The number of staff employed via employability initiatives

Members were given an opportunity to ask questions on the evidence received. It was queried whether there were more opportunities to employ individuals from disadvantaged backgrounds. The Officer noted that there was scope to use such individuals but stressed that these members of staff should be separate and additional to the core staff, and be funded places, due to the extra support needed.

It was noted that a written response to the detailed questions forwarded to the Officer prior to the meeting would be sent to the Scrutiny Officer to make available for members.

The Chairman thanked the witnesses for their attendance at the meeting.

CONCLUDED that the evidence received from witnesses be noted.

**RTS
31/07**

Work Programme

Members were presented with an updated Scope and Project Plan for the Review of Employability.

CONCLUDED that the Scope and Project Plan be noted.