



*Neuadd y Sir / County Hall, Llandrindod, Powys, LD1 5LG*

## **QUESTIONS AT ANY TIME TO CABINET PORTFOLIO HOLDERS**

Response by the Cabinet Member:

05/01/23 Update as a result of enquiries about pay and terms and conditions:

Further to my initial response, as detailed below, the HR team have undertaken some further research into the pay and terms and conditions offered by employers in the wider region (particularly in the private sector).

This has provided reassurance that our rates of pay are comparable, with the Council's rates offered being higher in some cases and not as competitive in others.

Furthermore where the organisations have published their fuller conditions of employment, the Council again appears competitive.

Paul Bradshaw's colleague, Gemma Gabriel (Professional Lead Human Resource Management and Development), has been supporting HTR in their good plans to address the recruitment challenge and can discuss this with you if you would like.

Initial response by the Cabinet Member published on 3 November 2022:

Thank you for your recent question, which has been referred to Paul Bradshaw Head of Workforce and Organisational Development. Paul has asked for one of his colleagues to contact our neighbouring local authorities to undertake the research you outline. It is anticipated that this will take a number of weeks and Paul will share the information with you and the service as soon as this is available.

Meanwhile officers in the service have provided a helpful update, in confirming that they have not been losing staff to neighbouring authorities, rather their experience has been that a number of staff who live outside of the County have decided to take up employment closer to home, mainly due to the cost of fuel in commuting to their roles in Powys. Officers are also pleased that whilst the service, like all local authorities, is facing a national recruitment challenge, a recent recruitment campaign has proven successful with additional staff having been appointed, which will help to improve the service delivered to the people of Powys.