

TO: **DIVERSITY WORKING PARTY**

DATE 2018

**PUBLIC RELATIONS AND ECONOMIC  
DEVELOPMENT WORKING PARTY**

DATE 2018

FROM: **ESTABLISHMENT COMMITTEE**

20 September 2018

### **ATTRACTING TALENT**

The Town Clerk advised that with the exception of discussion related to Paragraph Seven of the Report before Members, the minutes of this Item should be recorded within the public section.

The Committee considered a report of the Director of Human Resources which informed Members of the progress of the Attracting Talent Programme, part of the HR Transformation Project. The Director of Human Resources explained this work included attracting people to work for the organisation and getting people settled into their roles. The team had reviewed the induction packs new starters received and would be provided with on their first day, the Director of Human Resources advised that induction packs were available for Members of this Committee should they wish to take one.

Discussion took place during which the following points were raised:

- The Director of Human Resources explained that the work being carried out by TMP, particularly the filming of staff could be adapted to use for different recruitment campaigns, particularly when looking at difficult to fill vacancies.
- Volunteers would be welcome to apply for roles being advertised and volunteering roles would also be advertised.
- Very little is spent by the City of London Corporation on agency fees, recruitment usually takes place directly with the market, and with the level of turnover, agency recruitment was not a viable option.

Discussion took place on costs which is contained within the non-public section of the minutes.

The Chair asked that the discussion at this Item alongside TMP's comments at Item Three be provided to the Public Relations and Economic Development Sub-Committee and Members' Diversity Working Party for information.

**RESOLVED** – That the Committee endorse the report.