



An overview of workforce matters

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Specific areas of concern 20+ comments

Planning

Leisure instructors / lifeguards

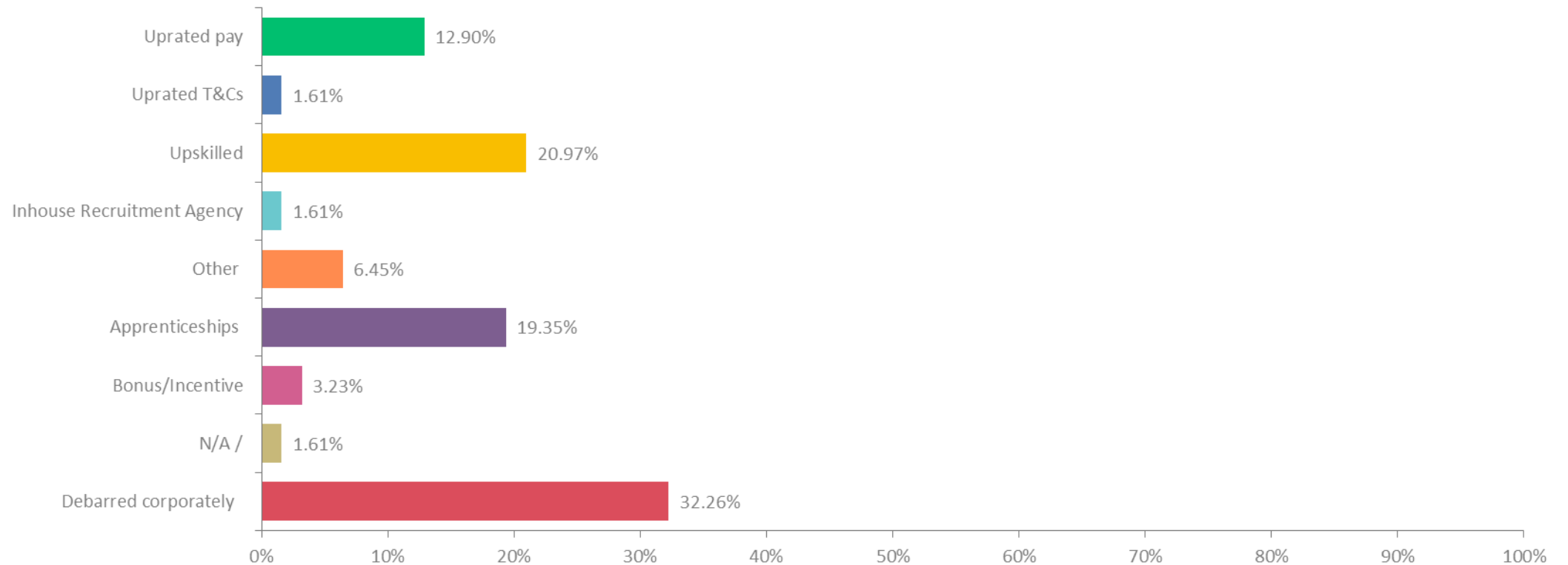
School cooks

Drivers – across all services

Environmental health and trading standards

Cost of training new staff

Have you introduced any schemes to improve recruitment?



Comments on improving recruitment

Linked to Rugby Club
for fitness staff

*Apprentice
programme*

*Amending
requirements to
replace with training /
aptitude*

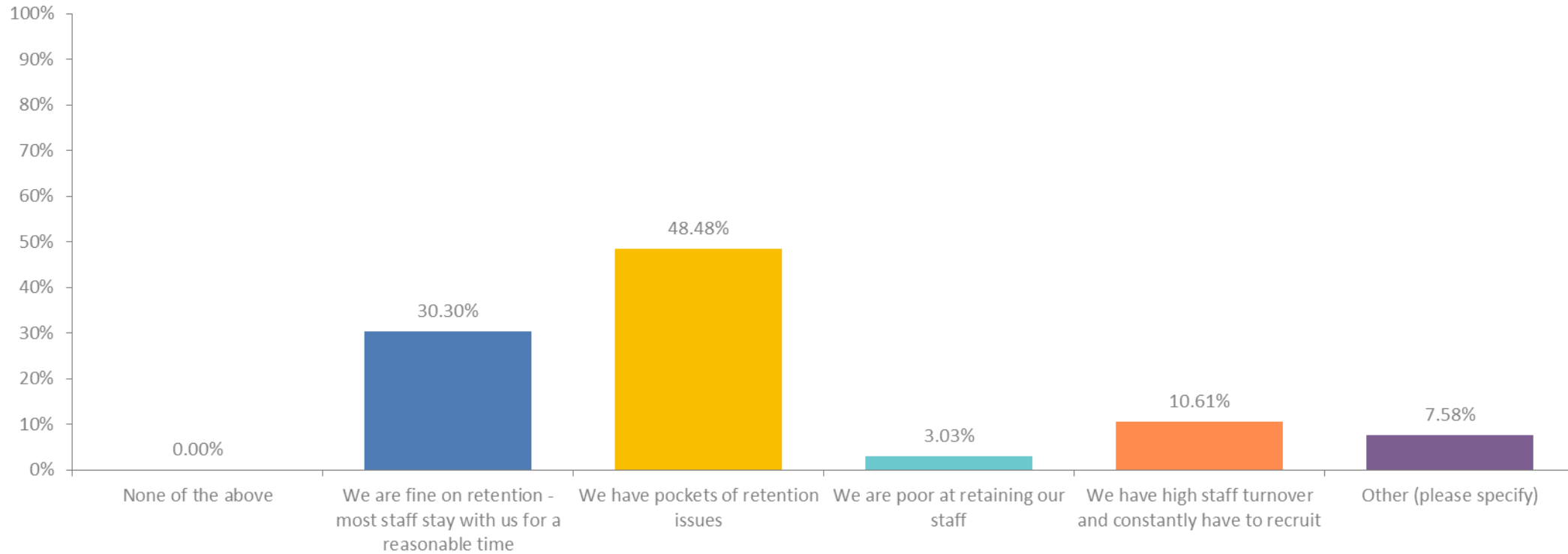
**Converting loaders to drivers
with training schemes**

*Agency /
partnerships*

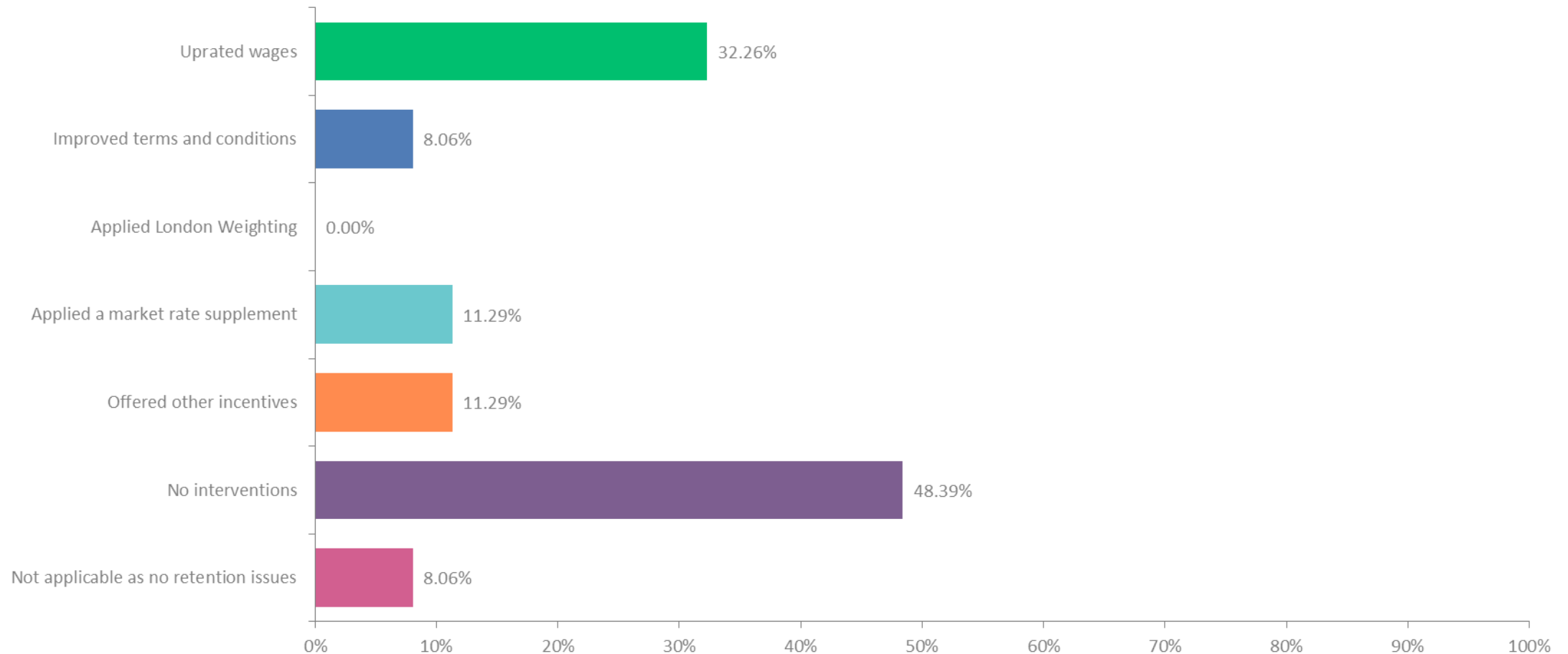
**Job evaluation
– exploring if
rates are still
appropriate**



Thinking about retention of staff how would you best describe your experiences?



Q4: Have you made any interventions to support staff retention?



Comments on interventions to support staff retention?

- Cost of living payments
- Staff wellbeing
- Promoting the wider benefits – pay, pensions, ill-health protections
- Call for internal promotions rather than external recruitment to motivate staff with opportunities



Equal Pay comments.....

- Overarching perception that 'corporate' level is masking service level issues
- Task and finish is creeping up the agenda as a potential risk
- Growth in the NMW and Living Wage creating tensions
- More professional roles filled by women means greater parity in those areas
- Perceptions that some operational level staff are underpaid compared to market rates external to the council.

Changes to Employment issues – Budget 2024

- Funding? The minimum wage for over-21s will increase from April by 6.7%
- National Insurance contributions will rise from 13.8% to 15% by April. National Insurance up 1.2%
- Minimum wage £11.44 to £12.21 per hour – worth up to £1,400 a year for a full-time worker
- £1,925 on all NJC pay points 2 - 43 (FTE). This equates to 9.42% for SCP2 and no less than 3.88% for SCP43. + London weighting
- 3.6% on table for next year in Scotland

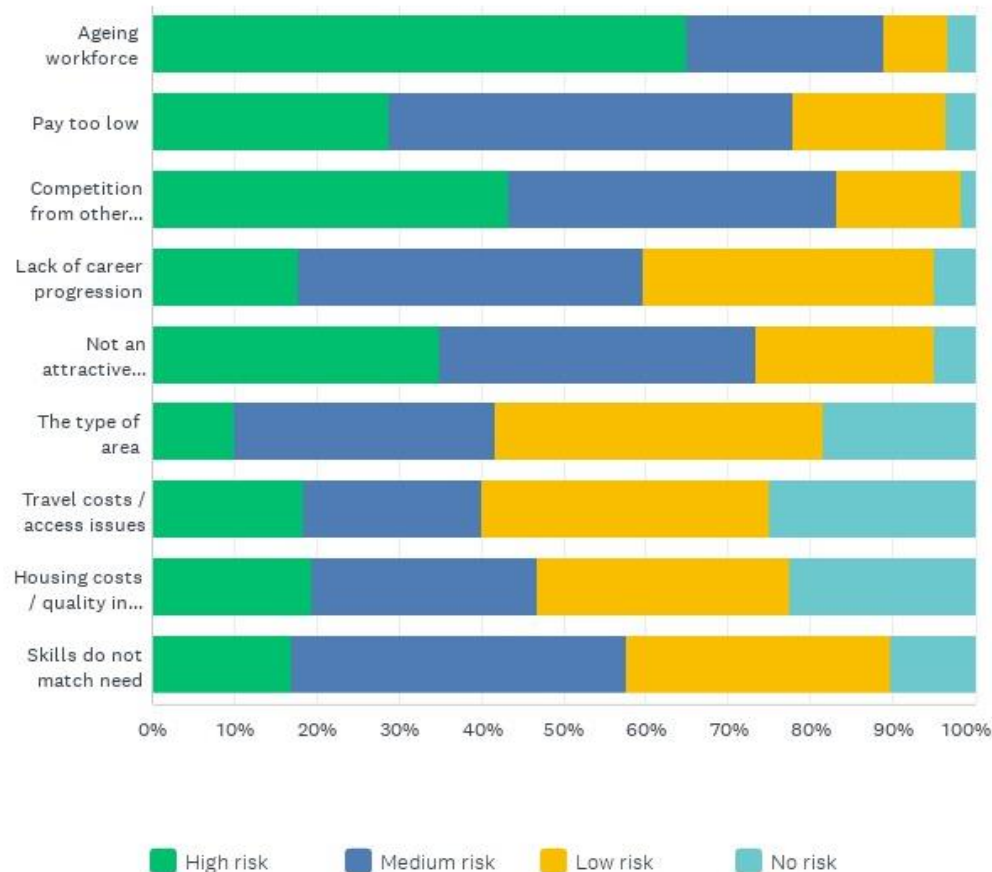
Which of the following presents the biggest risks to recruiting and retaining your workforce

Near to 90% (high/medium risk) due to ageing workforce

78% Pay issues (high/medium)

83% Competition from other sectors (high/medium)

73% Not an attractive career choice (medium/high)



Top ranked jobs?.....Amongst teenagers

- Doctor
- Engineer
 - Happiness – 27%
- Teacher
 - Feel good about what you do 25%
- Lawyer
 - Money 20%
- Nurse
 - To feel like you are helping people 17%
- Vet
- Footballer
- Artist
- Police officer
- Building trade



Association for Public Service Excellence





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