

# Agenda

## *EXAMINATION OF RECRUITMENT CONTRACT TASK & FINISH GROUP*

**Date:** Tuesday 23 November 2010  
**Time:** 10.00 am  
**Venue:** Mezzanine Room 1, County Hall, Aylesbury

| Agenda Item | Time  | Page No |
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| 7           | 10.15 | 13 - 14 |

**1 APOLOGIES FOR ABSENCE/CHANGES IN MEMBERSHIP**

**2 DECLARATIONS OF INTEREST**

**3 MINUTES**  
of the meeting held on Tuesday 26 October 2010 to be agreed.

**4 EXCLUSION OF THE PRESS AND PUBLIC**  
To resolve to exclude the press and public as the following item is exempt by virtue of Paragraph 3 of Part 1 of Schedule 12a of the Local Government Act 1972 because it contains information relating to the financial or business affairs of any particular person (including the authority holding that information)

**5 CONFIDENTIAL MINUTES**  
of the meeting held on 26 October 2010, to be agreed.

**6 FEEDBACK FROM MEETING WITH HAYS**  
The Chairman will highlight the key points raised during a recent meeting he attended with the Senior Client Director at Hays, Head of HR Services at Buckinghamshire County Council, and Mary Baldwin.

**7 GILL HIBBERD - STRATEGIC DIRECTOR RESOURCES AND BUSINESS TRANSFORMATION**  
**Context:**  
Gill was the original project sponsor for the Hays 'New Ways of Working' project and has been at the forefront of delivering the



INVESTOR IN PEOPLE



new system of recruitment at the Council, with a view to streamlining the process and reducing costs.

**Purpose:**

For members to discuss with Gill the key points raised at the end of the Task and Finish Group meeting in October, and to find out more about the governance arrangements for the contract.

**Contributors:**

- Gill Hibberd

**Papers:**

Review of key points

8 **INCLUSION OF PRESS AND PUBLIC**  
To resolve to include the Press and Public

9 **PRESENTATION BY RICHARD HALL - HEAD OF RESOURCING, HERTFORDSHIRE COUNTY COUNCIL** 10.45

**Context:**

During the evidence gathering process, members discovered that Hertfordshire is the only authority with the same recruitment model as Buckinghamshire – using Manpower instead of Hays. It was agreed that Hertfordshire should be contacted for a visit to find out more about their experience of outsourcing.

**Purpose – for members to hear about:**

- The background to the Hertfordshire County Council contract
- Scope and rationale of the contract
- Contract management process / performance and KPI's
- Benefits and financials
- Joint working / partnership - adapting to future challenges
- Governance arrangements.

**Papers:** None

10 **FEEDBACK FROM QUESTIONS TO COUNCILS AND PRIVATE INDUSTRIES** 11.45 15 - 22

**Context:**

At the September meeting members decided on the questions that they wanted raised with a selection of Councils and private industries to find out about their recruitment systems for comparison purposes.

**Purpose:**

For members to discuss the key points raised from the responses.

**Papers:**

Responses from Councils and private industries

## 11 REVIEW REPORT

11.45

### **Purpose:**

For members to discuss key findings and form the recommendations for the review report.

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If you would like to attend a meeting, but need extra help to do so, for example because of a disability, please contact us as early as possible, so that we can try to put the right support in place.

*For further information please contact: Katy MacDonald on 01296 383604  
Fax No 01296 382538, email: [kmacdonald@buckscc.gov.uk](mailto:kmacdonald@buckscc.gov.uk)*

### **Members**

Mrs M Baldwin  
Mr N Brown  
Mr T Butcher  
Mr D Dhillon  
Mr F Downes

Mr P Hardy (C)  
Mrs W Mallen  
Mrs F Roberts MBE  
Mr R Scott