



## AGENDA ITEM: 7

### SUMMARY

Report for:	Cabinet
Date of meeting:	29 April 2014
PART:	1
If Part II, reason:	

Title of report:	<b>National Graduate Development Programme</b>
Contact:	<p>Cllr Neil Harden, Portfolio Holder for Residents and Regulatory Services</p> <p>Author/Responsible Officer - Matthew Rawdon - Group Manager (People)</p>
Purpose of report:	To recommend to the Cabinet that the Council participate in the National Graduate Development Programme (NGDP) for 2014
Recommendations	That the Cabinet approve the recruitment of two graduates in 2014 from the National Graduate Development Programme.
Corporate objectives:	<p><b>Dacorum Delivers:</b></p> <p>Building an efficient, effective modern Council means having the right workforce in place, which includes employing 'young people' with fresh and current ideas.</p> <p>This programme also supports succession planning by assisting the Council in growing leaders for the future</p>
Implications:	<p><u>Financial</u></p> <p>Graduate Development Programme (NGDP) posts for two years. It is proposed that one of the NGDP posts would be funded from the HRA.</p> <p>Overall costs = £132,000 for the entire programme</p>

‘Value For Money Implications’	<p><u>Value for Money</u></p> <p>No implications due to the scheme being nationally recognised and is the only one of its type.</p>
Risk Implications	<p>Any associated risks will be covered by staff inductions and training, as per any other member of personnel.</p>
Equalities Implications	<p>Equality Impact Assessment carried out in April 2014, which did not highlight any implications.</p>
Health And Safety Implications	<p>All posts would be supported by the Council’s Health and Safety policies.</p>
Monitoring Officer/S.151 Officer Comments	<p><b>Monitoring Officer:</b></p> <p>No comments to add to this report.</p> <p><b>Deputy S.151 Officer</b></p> <p>Given that the proposed appointments would be on a two-year fixed term basis, it would not be imprudent for them to be funded from reserves.</p> <p>The Management of Change reserve has been used to fund previous NGDP appointments and with a forecast closing balance of £1.6m in 2014/15, it is recommended that funding is drawn down from this reserve.</p>
Consultees:	<p>Cllr Neil Harden, Portfolio Holder for Residents and Regulatory Services</p> <p>Corporate Management Team</p>
Background papers:	<p><a href="http://www.ngdp.org.uk/">http://www.ngdp.org.uk/</a></p>
Glossary of acronyms and any other abbreviations used in this report:	<p>NGDP – National Graduate Development Programme</p> <p>HRA – Housing Revenue Account</p> <p>SCP – Spinal Column Point.</p> <p>LGA – Local Government Association</p>

## **1 Background**

- 1.1 The NGDP is a two-year graduate management development programme, run by the Local Government Association. The programme is set up to provide local government with potential leaders for the future
- 1.2 Since 2002 over 700 graduates have completed the programme and many graduates now occupy senior positions in local government and the wider public sector.
- 1.3 A report to the Council's Corporate Management Team in November 2011 on the Workforce Planning Risk Assessment identified as a high risk, the Council's ageing workforce profile and this still remains an issue. The risk requires a range of mitigating actions and one of those identified was to introduce more ways to enable young people to join the Council.
- 1.4 To date the Council has implemented an Apprenticeship Scheme Framework which is into the second round of intakes (20 employed in total) and has continued in the participation of the NGDP since 2010 (employing six graduates).
- 1.5 The NGDP has been a huge success with the majority of graduates securing senior posts at the Council. The feedback from managers and graduates has been very positive; it appears to have struck a balance between benefiting the organisation and providing a great development opportunity for young people.

## **2. National Graduate Development Programme:**

- 2.1 The scheme is being offered to us again and it is proposed that the Council applies to the NGDP for two graduate places. These skills will be used to increase capacity to deliver the Council's critical and priority projects, working across various directorates.
- 2.2 Breakdown of Costs:
  - Graduates are appointed on a two-year fixed term contract and paid at SCP 28 – £24,867 per annum. In addition to this there will be on-costs for pension and National Insurance contributions of approximately 30% per annum. Total costs of salaries approx. £130,000.
  - There is also a one off £2k fee to the LGA for attraction, recruitment and mentoring.

## **3. Recommendation**

- 3.1 That the Cabinet agree the recommendation set out in this report to enable the recruitment of two graduates from the NGDP.