



Report for:	Cabinet
Date of meeting:	28 June 2016
PART:	1
If Part II, reason:	

Title of report:	NATIONAL GRADUATE DEVELOPMENT PROGRAMME
Contact:	<p>Cllr Neil Harden, Portfolio Holder for Residents and Corporate Services</p> <p>Author/Responsible Officer Matthew Rawdon - Group Manager (People) Bill Haylock (Organisational Development & Training Team Leader)</p>
Purpose of report:	To recommend to Cabinet that the Council participate in the National Graduate Development Programme (NGDP) for 2016 (Cohort 18).
Recommendations	<ol style="list-style-type: none"> 1. That Cabinet approve the recruitment of a graduate in 2016 from the National Graduate Development Programme. 2. That Cabinet recommend to Council approval for drawing down £72,800 from the Management of Change reserve.
Corporate objectives:	<p>Dacorum Delivers:</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>Overall costs = £72,800 for the entire programme, funded by the management of change reserve.</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 staff.</p>
Equalities Implications	<p>Community Impact Assessment carried out in February 2016, which did not highlight any implications.</p>
Health And Safety Implications	<p>The Council's Health and Safety policies would apply to this post.</p>
Monitoring Officer/S.151 Officer Comments	<p>Monitoring Officer:</p> <p>No comments to add to the report</p> <p>S.151 Officer</p> <p>Following approval by Council the required amount (£72,800 in total) can be met from the Management of Change reserve to be drawn down over 2016/17 and 2017/18.</p>
Consultees:	<p>Cllr Neil Harden, Portfolio Holder for Residents and Corporate Services</p> <p>Chief Officer Group</p>
Background papers:	<p>http://www.local.gov.uk/ngdp</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 Since 2010 the Council has employed eight graduates and all were successful in securing a permanent senior position after the programme. 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.
- 1.4 This programme supports the Council succession planning process, so that we can retain trained and gifted staff to become managers of the future.
- 1.5 The programme provides graduates with the unique opportunity to experience different service areas across the Council, equipping them with a vast amount of knowledge in our business. This experience provides them with a solid understanding of local government which will help them secure senior positions in the future.

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 one graduate place to support Cohort 18 (October 2016-October 2018). 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:
 - The graduate would be appointed on a two-year fixed term contract at a pay rate of £24,638 per annum. In addition to this there will be on-costs for pension and national Insurance contributions of approximately 30% per annum. The total salary cost is £70,500 over two years.
 - There is also a one off £2,300 fee to the LGA for attraction, recruitment and mentoring for each graduate.

3. Recommendation

That Cabinet agree the recommendation set out in this report to enable the recruitment of a graduate from the NGDP for 2016-18.