

Agenda Item:

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Cabinet / Staffing Committee

Dorset County Council



Date of Meeting	Cabinet – 5 November 2008 Staffing Committee – 10 November 2008
Officer	Chief Executive
Subject of Report	Graduate Trainees and Securing of Permanent Funding
Executive Summary	<p>The National Graduate Development Programme (ngdp) is for high calibre graduates wishing to pursue a management career in local government.</p> <p>Run by the IDeA graduates are recruited through a nationally managed assessment process and start the placement programme with local authorities in October each year.</p> <p>Participating authorities provide a 2 year programme of work placements, projects and development opportunities within a 3 way partnership agreement with the IDeA.</p> <p>The employing authority pay the salaries of the graduates plus a small additional charge, and the IDeA, supported by the Graduate Leadership Academy, deliver the training requirements.</p> <p>During the 2 year contract trainees complete at least 3 placements, 1 with a frontline service, 1 in a support service and 1 in policy development. They also undertake a Masters Degree in Public Administration at Warwick University.</p> <p>The programme is highly regarded, nationally, as not only contributing to succession planning on a local basis, but also supporting the achievement of improved performance and standards in local government through the employment of new talent.</p>

	<p>This year the County Council participated in the programme for the first time, and is providing placements for 2 graduate members of the national programme. The 2 trainees will remain with the County Council for 2 years with pump priming money from an underspend in the Chief Executive's Office together with the use of a vacant post in the Fit for the Future Project Office.</p> <p>This is a scheme which has major potential value for the County Council and will be continued with 2 trainees per year being provided for, so that at any one time when the programme is fully operational we shall have 4 trainees on placement (2 on Year 1 and 2 on Year 2).</p> <p>The first 2 trainees have been appointed on a fixed term contract basis until 28 September 2010. The expectation is that on or before the expiry of the contract they will be appointed to substantive posts in the County Council.</p>
<p>Budget/Risk Implications</p>	<p>NGDP trainees are paid a nationally agreed salary of SCP27, the annual cost in total is £58,000 per annum which includes employers on costs and a £2k per student contribution to their training.</p> <p>If 2 students per annum are appointed (the second 2 commencing in late September 2009) the 2009/10 cost will be £86,000.</p> <p>There may be the opportunity to offset the salary costs if during the placements the graduate could be held against a vacant post within the Service.</p>
<p>Recommendation</p>	<p>It is recommended that the Staffing Committee recommend that the Cabinet consider making available, as part of the MTFs process, the funding for 4 graduate trainees.</p>
<p>Reason for Recommendation</p>	<p>To secure, as part of succession planning, the employment of high calibre management appointments for the County Council within the context of achieving higher performance targets and meeting service demands.</p>
<p>Appendices</p>	<p>Nil</p>
<p>Background Papers</p>	<p>IDeA National Graduate Development Programme</p>
<p>Report Originator and Contact</p>	<p>Name: Rowland Hartle, Head of HR & Exchequer Services Tel: 01305 224090 Email: x.xxxxxx@xxxxxxx.xxx.xx</p>