



RHONDDA CYNON TAF COUNCIL

RECORD OF DECISIONS OF THE EXECUTIVE

DECISION MADE BY: Cabinet DATE DECISION MADE: 04 October, 2021

Cabinet Members Present:

Councillor A Morgan (Chair), Councillor M Webber (Deputy Chair),
Councillor R Bevan, Councillor A Crimmings, Councillor M Norris,
Councillor J Rosser, Councillor R Lewis, Councillor C Leyshon and
Councillor G Hopkins

Other Councillor(s) in Attendance:-

Councillor G Caple
Councillor P Jarman

Agenda Item : 8

**SUBJECT: Improving the Council's recruitment process for the Armed Forces
Community**

1. DECISION MADE:

Agreed –

1. To note and agree to the implementation of a Guaranteed Interview Scheme for service leavers, veterans and reservists.
2. That the Council works with the Career Transition Partnership, a no cost recruitment service for organisations seeking highly motivated and experienced veterans, who are leaving the Armed Forces.
3. That the Council works with Forces Families Jobs, a no cost recruitment service supporting members of the Armed Forces Community into employment.
4. To include a strap line on job advertisements welcoming applications from the ex-forces community.

N.B with the permission of the Chair, County Borough Councillor P Jarman spoke on this item.

2. REASON FOR THE DECISION BEING MADE:

The need to provide Cabinet with a number of options that could improve the Council's recruitment process, so as to make it easier for the Armed Forces Community and veterans to overcome barriers to civilian employment.

3. LINKS TO CORPORATE PRIORITIES/FUTURE GENERATIONS - SUSTAINABLE DEVELOPMENT:

The success of the ERS will help improve well-being and will therefore help to make a positive contribution to armed forces employees'. Implementing the Guaranteed Interview Scheme will contribute to the following well-being goals within the Well-being of Future Generations Act (Wales) 2016:

- A prosperous Wales
- A more equal Wales
- A Wales of cohesive communities
- A Healthier Wales

The scheme is consistent with the five ways of working as set out in the Well-being of Future Generations (Wales) Act 2015

4. CONSULTATION UNDERTAKEN PRIOR TO DECISION BEING MADE:

None

5. PREVIOUS CONSIDERATION BY A COMMITTEE OF THE COUNCIL:

Armed Forces Working Group – 30th September 2021.

6. PERSONAL INTERESTS DECLARED:

None

7. DISPENSATION TO SPEAK (AS GRANTED BY STANDARDS COMMITTEE):

N/A

8. (a) IS THE DECISION SUBJECT TO CALL-IN BY THE OVERVIEW AND SCRUTINY COMMITTEE:

Yes

Note: This decision will not come into force and may not be implemented until the expiry of 3 clear working days after its publication to enable it to be the subject to the Call-In Procedure in Rule 17.1 of the Overview and Scrutiny Procedure Rules.

The closing date for Call-In is 5pm on the 7 October 2021

8.(b) IF NO, REASONS WHY IN THE OPINION OF THE DECISION-MAKER THE DECISION IS EXEMPT OR NON APPLICABLE:

I. COUNCIL / SCRUTINY FUNCTION (CALL IN IS THEREFORE NON APPLICABLE):-
Reason: N/A

II. URGENT DECISION:-
Reason N/A

8.(c) IF DEEMED URGENT - SIGNATURE OF PRESIDING OFFICER OR DEPUTY PRESIDING OFFICER OR HEAD OF PAID SERVICE CONFIRMING AGREEMENT THAT THE PROPOSED DECISION IS REASONABLE IN ALL THE CIRCUMSTANCES FOR IT BEING TREATED AS A MATTER OF URGENCY, IN ACCORDANCE WITH THE OVERVIEW AND SCRUTINY PROCEDURE RULE 17.2:

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(PRESIDING OFFICER)

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(Dated)

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PUBLICATION

Publication on the Councils Website:- **Monday, 4 October 2021**

APPROVED FOR PUBLICATION: ✓