



AGENDA AR GYFER CYFARFOD CYNTAF GWEITHGOR Y LLUOEDD ARFOG

Dyddiad:- Dydd Iau, 30ain Medi, 2021
Amser:- 9.30 am
Lleoliad:- Rhithwir

MATERION I'W TRAFOD

1. CROESO A CHYFLWYNIADAU

2. COFNODION

Cadarnhau cofnodion o gyfarfod Gweithgor y Lluoedd Arfog a gynhaliwyd ar 8 Hydref 2019 yn rhai cywir.

(Tudalennau 3 - 6)

3. DIWEDDARIAD GAN SWYDDOG CYSWLLT Y LLUOEDD ARFOG

Derbyn cyflwyniad gan Swyddog Cyswllt y Lluoedd Arfog ar gyfer Rhondda Cynon Taf a Merthyr Tudful, gan gynnwys y newyddion diweddaraf am y Gwasanaeth Cyngor i Gyn-filwyr.

4. ADRODDIAD DRAFFT I'R CABINET - CYFWELIAD GWARANTEDIG

Derbyn adroddiad gan Arweinydd Cyfamod y Lluoedd Arfog mewn perthynas â chynnig i gyflwyno Cynllun Cyfweld Gwarantedig.

**(Tudalennau 7 -
18)**

5. DEWCH I SIARAD AM Y LLUOEDD ARFOG

Dderbyn cyflwyniad gan Arweinydd Cyfamod y Lluoedd Arfog.

6. DYDDIAD Y CYFARFOD NESAF

7. MATERION BRYD

Trafod unrhyw faterion sydd, yn ôl doethineb y Cadeirydd, yn faterion brys yng ngoleuni amgylchiadau arbennig.

Cylchrediad:- M Webber (Cadeirydd), J Harries (Is-gadeirydd), S Bradwick, G Caple ac M Tegg

Swyddogion:

Mr C. Hanagan – Cyfarwyddwr Gwasanaeth – Gwasanaethau Democrataidd a Chyfathrebu

Mr C Davies –Prif Swyddog Cyfamod y Lluoedd Arfog

Mr J. Ireland – Swyddog Cyngor i Gyn-filwyr

Cylch Gorchwyl y Gweithgor (fel sydd wedi'i amlinellu yng Nghynlluniau Dirprwyo'r Arweinydd):

Darparu arweiniad strategol i sicrhau bod anghenion aelodau'r Lluoedd Arfog sy'n byw yn Rhondda Cynon Taf yn cael eu bodloni gan y Cyngor a'i bartneriaid yn y sector cyhoeddus a'r trydydd sector.

RHONDDA CYNON TAF COUNCIL ARMED FORCES WORKING GROUP

Minutes of the meeting of the Armed Forces Working Group held on Tuesday, 8 October 2019 at 10.00 am at the Committee Room 1, The Council Offices, Clydach Vale.

County Borough Councillors - Armed Forces Working Group Members in attendance:-

Councillor M Webber (Chair)

Councillor S Bradwick Councillor G Caple
Councillor M Tegg

Officers in attendance

Mr C Hanagan, Service Director of Democratic Services & Communication
Ms M Warburton, HR Advisor, Equality & Diversity Team
Mr J Ireland, Veteran Advice Officer
Mr J Maddison, Armed Forces Covenant Liaison Officer
Mr I Christopher, Strategic Manager

5 WELCOME

The Chair welcomed all Members and officers to the inaugural meeting of the working group.

6 DECLARATION OF INTEREST

In accordance with the Council's Code of Conduct, there were no declaration of interest pertaining to the agenda.

7 MINUTES

RESOLVED to approve as an accurate record, the minutes of the meeting of the Armed Forces Working Group held on 12th June 2019.

8 ARMED FORCES EVENTS

The Strategic Manager provided Members with an update on the future Armed Forces Events for 2019-20.

Members were provided with details of events that were remaining in 2019, namely the Festival of Remembrance and Pontypridd Remembrance Sunday Service and Parade.

Members thanked the Officers for their continuing support and hard work with the organisation of Events over the past year, it has been greatly appreciated.

Following discussions Members **RESOLVED** to note the contents of the report.

9 ARMED FORCES COVENANT

The Equality and Diversity Adviser, Armed Forces Covenant Liaison Officer and the Veteran Advice Officer, together with colleagues provided Members with an overview on the work undertaken to fulfil the Council's commitment to the Armed Forces Covenant.

The Equality and Diversity Adviser updated Members with regard to funding for the Armed Forces Covenant Liaison Officer which is currently funded by the Armed Forces Covenant grant fund, Welsh Government have confirmed they will fund this post for a further 2 years.

Members were provided with an update in relation to supporting the Armed Forces Covenant, since the previous meeting of the Armed Forces Working Group.

Members were informed that the Armed Forces Officer Network met on 18th September 2019, to discuss activity, in relation to the Armed Forces across the Council and were provided with a presentation by the Veteran Advice Officer.

Members were advised that they would be provided with an update following the next meeting in December 2019.

It was noted that two Reserve Day events took place in July, and were both successful and positive feedback had been received.

Members were informed that Officers have continued to engage with veteran groups across the Authority to develop future initiatives.

Members were advised that the Park and Dare Theatre would be hosting a special showing of Zulu, specifically for Armed Forces families, and were welcomed along in support of the event. Also, the charity 'Tickets for Troops' were now available to order on the website.

The Equality and Diversity Adviser circulated the draft Armed Forces Covenant Newsletter, which had been produced to highlight Council's commitment to the Armed forces and to raise awareness of commemoration events initiatives, and asked Members to feedback any comments to her.

The Armed Forces Covenant Liaison Officer informed the Group that he attended the Armed Forces Covenant Conference provided by Welsh Government on 3rd October 2019 and facilitated a presentation on the partnership's progress to date. Further information would be provided at the next meeting.

Members were advised of the two nominations for the Armed Forces in

Wales Awards, which is organised by the Ministry of Defence recognises those who have made outstanding contributions to the Armed Forces Community.

The Equality and Diversity Adviser commented that there is still a need to appoint a War Memorial Officer, sometime in the near future.

Members commented on the commemorative plaques across the County Borough and felt that they are relatively difficult to differentiate from other plaques that are not retained by the Authority, which had caused some confusion amongst local residents.

It was noted that the Council has a strong commitment to the Armed Forces Covenant and this is evidenced by cross-cutting work by a number of service areas to support its pledge.

Following discussions Members **RESOLVED** to note the contents of the report.

10 VETERAN ADVICE SERVICE

The Veteran Advice Officer presented his report, which detailed the Veterans Advice Service Cwm Taf position Statement from January 2019 – 30th September 2019.

Members were informed that the Veteran Advise Officer has been in post since January 2019, and the post is a 2-year Armed Forces Covenant Funded position.

Within the report, Members were provided with updates in relation to:

- Armed Forces Community.
- VOA Service Awareness/Promotion
- VOA Referrals and Case Studies

Members thanked the officers for the exceptional work they have undertaken and succeeding in providing an excellent service to veterans living within the County Borough.

Following discussions Members **RESOLVED** to note the contents of the report.

This meeting closed at 11.15 am

**Cllr M Webber
Chair.**

tudalen wag

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

ARMED FORCES WORKING GROUP

30th SEPTEMBER 2021

IMPROVING THE COUNCIL'S RECRUITMENT PROCESS FOR THE ARMED FORCES COMMUNITY.

REPORT OF THE DIRECTOR OF HUMAN RESOURCES RICHARD EVANS & SERVICE DIRECTOR DEMOCRATIC SERVICES & COMMUNICATIONS CHRISTIAN HANAGAN IN DISCUSSION WITH THE CABINET'S ARMED FORCES CHAMPION (COUNCILLOR MAUREEN WEBBER)

1. PURPOSE OF THE REPORT

- 1.1 To advise Members of the report being presented to Cabinet on the 4th October in respect 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. The main proposal outlined in the report is for the introduction of a Guaranteed Interview Scheme for Armed Forces service leavers, reservists and veterans if they meet the vacancy essential criteria. and to feedback any comments of the Working Group in relation to the intended scheme.

2. RECOMMENDATIONS

It is recommended that the Working Group:

- 2.1 Consider the report provided in appendix A and provide comment as appropriate on the intended scheme.
- 2.2 That Members feedback is presented to the Cabinet prior to their consideration of the item.

3. REASONS FOR RECOMMENDATIONS

- 3.1 The scheme would benefit veterans and armed forces leavers by helping them overcome the barriers to employment post service and helping to reduce the potential health and wellbeing impacts of long-term unemployment.

- 3.2 The Council would benefit from a wider selection of candidates who meet the essential criteria and who may have a large number of transferrable skills.
- 3.3 It would further demonstrate the Council's support for the Armed Forces Community and honour the spirit of the Armed Forces Covenant to which RCTCBC is a signatory.
- 3.4 The Council would also be able to demonstrate its continuing commitment to the Armed Forces Community when reapplying for the Defence Employer Recognition Scheme Gold Award in 2022. Though not an essential requirement, the implementation of the Guaranteed Interview Scheme for the Armed Forces Community is seen as an important supportive measure.
- 3..5 The other recruitment options proposed would ensure that Council jobs are promoted in the right places to encourage applications from the armed forces community and veterans.

4. BACKGROUND

- 4.1 The Armed Forces Covenant was enshrined in law in the Armed Forces Act 2011 and ensures that members of the Armed Forces community are not disadvantaged as a result of their service in accessing Government and commercial services. Special consideration is also appropriate in some cases, especially for those who have given most such as the injured and bereaved. The Covenant applies to serving and past Armed Forces community members and their families.
- 4.2 The majority of Service leavers may settle back into civilian life effectively, using the wide variety of skills developed during their time in the Armed Forces to gain meaningful employment and contribute to their communities. However, there are those that will need extra support.
- 4.3 Veterans are typically resilient and possess many valuable transferable skills including effective communication and problem solving. A forces career promotes teamwork at all levels, and management and leadership potential is developed throughout. The Council could benefit from these skills in the future development of a suitably skilled workforce.
- 4.4 The introduction of a guaranteed interview scheme along with the other options identified below, may go some way to enabling veterans to overcome any barriers to finding civilian employment and help reduce any negative impacts of potential long-term unemployment.

- 4.5 A guaranteed interview scheme if implemented would provide the guarantee of an interview to those who meet the essential criteria set out in any job pack. It would not however, guarantee employment, as selection procedures would ensure the best candidate for the job is appointed.
- 4.6 Other employers are adopting the Guaranteed Interview Scheme across Wales, including Council local Authorities such as Torfaen County Borough Council and Newport City Council, who have adopted the Guaranteed Interview Scheme, with the Vale of Glamorgan in the process of implementation. Many local authorities in England have successfully adopted the scheme including Buckinghamshire, Cumbria and Lancashire County Councils.

5. EQUALITY AND DIVERSITY IMPLICATIONS

- 5.1 The Council as an equal opportunities employer positively encourages a diverse workforce from all sections of the community. A screening EIA has been developed and established some potential negative impacts of the proposal, however these can be mitigated against in the wider recruitment strategy.

6. CONSULTATION

- 6.1 Consultation details are listed within Appendix A

7. FINANCIAL IMPLICATION(S)

- 7.1 Any financial implications are listed within Appendix A

8. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

- 8.1 There are no legal implications aligned to this report.

9. LINKS TO THE COUNCILS CORPORATE PLAN / OTHER CORPORATE PRIORITIES/ FUTURE GENERATIONS – SUSTAINABLE DEVELOPMENT.

- 9.1 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

10. CONCLUSION

- 10.1 The introduction of a Guaranteed Interview Scheme and other recruitment options suggested will strengthen the Council's standing amongst the general public, particularly the Armed Forces Community. It should increase recognition amongst the public about the actions the Council is taking as a signatory of our Armed Forces Covenant.
- 10.2 The recommendations if agreed will benefit the Council as an employer through a potential wider selection of candidates who meet the essential criteria and have a large number of transferrable skills. They will also benefit veterans and armed forces leavers by helping them overcome the barriers to employment post service and helping to reduce the potential health and wellbeing impacts of long-term unemployment.