**Recruitment Consultation Feedback UNISON**

UNISON attended all the briefing sessions held by Aberdeenshire Council and had individual meetings with members affected.

Many responses were forwarded to UNISON and have been incorporated into this submission.

It is clear that all services within Aberdeenshire Council go about recruitment in different ways with differing amounts of people included at differing levels.

It is clear that Aberdeenshire Council wishes to harmonise the process with a core team involved in the process giving uniform results and service to candidates and the Services. This being said, individuals involved in the processes at present face upheaval to their jobs and remit and some services face new gaps in provision.

Social Work

At present Social Work has a dedicated staffing team that deals with recruitment, interviews, contracts PVG checks and SSSC registration and all aspects of recruiting and maintaining staff within post.

If these posts are removed from the Service and a Central team created to handle recruitment then the Service fear that there will be no one available and with the skills to handle the PVG checks and registration issues.

Social work has a requirement for almost all of its staff to undergo eligibility checks. If the staffing team are removed who is going to carry out the necessary checks?

Other staff are already overworked and do not have the time or skills to carry out these essential checks. Without these dedicated staff recruitment will be slowed down not sped up.

The staff within the Social Work staffing team have over the last year undergone a stressful review of their service to have it pulled at the last minute in favour of this proposal, leaving staff disillusioned and feeling undervalued and ignored.

Many of the staff were taken on on temporary contracts because of the review and now face an uncertain future because of a very different review, which if that review had not been ongoing would have been permanent with more certain futures.

UNISON asks that these staff be considered alongside others in the process.

Education

Staff from Education are in a different position as at present they have separate teams for recruitment and PVG checking.

These people will have less disruption to their day to day working but some individuals who have taken on temporary duties will be adversely affected and we ask that consideration be given to them when matching is undertaken.

Other Services, T&I, CS and CE

There seems to be an holistic approach to requirement within other services, where those staff undertaking recruitment as part of their role carry out all aspects of recruitment, poa and other checks, chasing references, booking venues etc. It would appear that the “easy” elements of the recruitment process are being removed potentially along with the staff, yet the time consuming and difficult elements are to remain in the services but potentially without the staff to carry out the tasks.

Conclusion

Although it is clear that consistency is an issue at present for some, from the responses received the recruitment process itself is not the major issue when it comes to getting people into posts.

Although a core team for one element makes sense the failure to take in the checks, reference and organising of the process will not deliver any great benefit or reduction in the time in getting posts filled.