



# Welcome to the Spring edition of LGSC Ezine...

**This edition of the Ezine highlights some of the great work that is going on across the local government sector, specifically focussing on the Regional Talent Management Strategy developed by the Commission and approved by Solace.**

This Ezine contains the following articles:

- *Talent Management Strategy and Apprenticeships*
- *Workforce Planning Toolkit*
- *Best Practices examples - North East Jobs Portal*
- *PPMA Update*
- *Boost to Mentoring and Case Study*

We are delighted to welcome Paula Hamilton to the Commission as Senior HR Officer. Paula joins us on secondment from Ards and North Down Borough Council.

The Commission continues to be operating a hybrid working model of home and office working. Contact details for the Commission personnel are on the back page of this Ezine. Please note that from 3rd April the Commission offices will relocate to Third Floor, St Anne's House, 15 Church Street, Belfast, BT1 1ER.


I wish you a Happy Easter.

**Bumper Graham,  
Chairman**



## Inside...

2



**Workforce  
Planning Toolkit**

3



**North East  
Jobs Portal**

4



**Boost to Mentor  
Scheme & Case Study**

# Talent Management Strategy...

As part of the Talent Management Strategy 2023/25 our plan is to provide greater opportunities for people, including extended work experience placements (short term placements for school age, pre-employment training, graduate recruitment, and an increased number of a varied range of apprenticeships.

## Benefits of Apprenticeship for the Employer

Engaging an apprentice is a productive and effective way to grow talent and develop a motivated, skilled and qualified workforce.

The Commission along with the Belfast and Derry Regional City deal are looking into apprenticeship opportunities within the Councils and NIHE.



**Further information on Apprenticeships can be found at Apprenticeships Employer Leaflet ([nibusinessinfo.co.uk](http://nibusinessinfo.co.uk))**

# Workforce Planning Toolkit...

The Regional Talent Management Working Group recently had a presentation from a Workforce Planning toolkit being implemented in a number of Councils in the North East of England.

## The Toolkit

This toolkit comprises a number of different tools to assist with the different stages of workforce planning.

- **The Assessment Toolkit**  
The assessment tool has been developed to assist organisations identify the supply and demand issues within their areas by using a series of questions which can be used to stimulate discussion and debate.
- **The Workforce Action Planning Template**  
This tool collates the priorities determined by the Assessment Tool and considers what actions will be required to address the issue with anticipated outcomes.
- **The Succession Planning Tool**  
This tool helps you identify employees that you may see as having high potential, or instead with individuals where there are performance issues that need addressing.

- **The Workforce Planning Cycle Tool**  
This provides a timetable that summarises the key actions that need to be taken so that workforce planning underpins the business planning process.
- **A Framework Reporting Document**  
This provides a suggested format for your formal Workforce Development Plan to be agreed with your management team and monitored and reviewed.

**For further information on this model, contact Paula Hamilton at: [Paula.Hamilton@lgsc.org.uk](mailto:Paula.Hamilton@lgsc.org.uk)**



# North East Jobs Portal..

**North East Jobs has been advertising vacancies and recruiting candidates to public sector jobs in the region since going live in 2008.**

At the project inception in 2007, close to £35 million was being spent on council vacancy advertising. Adverts would appear mainly in local newspapers with little to no cross-county visibility achieved.

**Public sector struggled to make an impact in the face of the wider market.**

To combat this North East Jobs was built with a specific remit. Advertise only public sector, education and charity vacancies, mainly for the Local Authorities but with a scope wide enough to allow other relevant organisations to join over time.

With all North East local authorities (25 at the time) in agreement the site was designed and launched in 2008.

The system also provided administrative functionality so the councils could not only advertise jobs, but also accept and process online applications. Efficiency for the HR and recruitment teams was a key goal of the system from day one. It had to assist in the



recruitment process and bring new functionality such as online shortlisting to the table.

**For further information on the North East Jobs Portal, contact Paula Hamilton at: [Paula.Hamilton@lgsc.org.uk](mailto:Paula.Hamilton@lgsc.org.uk).**

# Driving the Talent Management Agenda...

**PPMA and the Local Government Staff Commission supported by PwC is hosting a roundtable discussion on *Driving the Talent Management Agenda in Local Government*.**

This interactive discussion will allow PPMA Members to discuss, examine and work on solutions addressing some of the critical Talent Management and wider HR challenges facing all organisations both currently, and in the future.

We will focus on the agenda through considering and working through various scenarios with PwC sharing and leveraging their market insights and trends for attracting, retaining, and developing talent, and managing the multi-generational workforce, in particular developing the 'Gen Z' population.



Information gathered at the event will be communicated back to the Councils by each PPMA representative.

**To confirm attendance at this event, contact Paula Hamilton at: [Paula.Hamilton@lgsc.org.uk](mailto:Paula.Hamilton@lgsc.org.uk) by Tuesday 4 April 2023.**

# Boost to Mentor Scheme & Case Study...

**Mentoring is a process in which one person, the mentor, supports the personal / career development of another person, the mentee, outside the normal superior/subordinate relationship.**

It is essentially a relationship based on the needs and aspirations of the person being mentored and on the abilities and resources of the mentor.

**For further information on the Boost Mentoring Programme, contact Paula Hamilton at [Paula.Hamilton@lgsc.org.uk](mailto:Paula.Hamilton@lgsc.org.uk).**



## Case Study

**Ards and North Down Borough Council Get Monitoring for Career Progression**



Ards and North Down Borough Council's ILM accredited **Mentoring to Inspire Scheme** has got underway for its second year.

Samantha Rea, Organisational Development Manager for the Council said, 'we developed the bespoke Scheme in partnership with Mary McWilliams Associates. I am participating on the programme myself this year along with 4 other managers. We develop mentoring skills over a 6-month period. During that time, we are assigned a mentee and give them help and advice on the next step in their career. I am really enjoying the experience and the opportunity to give back and share my knowledge.'

**If you have any queries on the scheme, feel free to contact: [samantha.rea@ardsandnorthdown.gov.uk](mailto:samantha.rea@ardsandnorthdown.gov.uk)**

## Contact details for Commission Officers...



**Commission staff can be contacted via email, via our main telephone number 028 9031 3200, or directly on the direct dial numbers below:**

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