

## BARNSELY METROPOLITAN BOROUGH COUNCIL

### REPORT OF: ACTING EXECUTIVE DIRECTOR FOR CORE SERVICES

### TITLE: INCREASING NATIONAL MANAGEMENT TRAINEE PLACES ON THE COUNCIL'S NATIONAL GRADUATE DEVELOPMENT PROGRAMME

|                                 |                                 |
|---------------------------------|---------------------------------|
| <b>REPORT TO:</b>               | <b>CABINET</b>                  |
| <b>Date of Meeting</b>          | <b>31<sup>st</sup> May 2023</b> |
| <b>Cabinet Member Portfolio</b> | <b>Core Services</b>            |
| <b>Key Decision</b>             | <b>No</b>                       |
| <b>Public or Private</b>        | <b>Public</b>                   |

#### **Purpose of report**

The purpose of this report is to seek agreement from Cabinet to increase the number of National Management Trainees (NMTs) on the council's National Graduate Development Programme (NGDP) to have three NMT places every year as a rolling programme and for this to be funded through the council's budget.

#### **Council Plan priority**

- Learning Barnsley
- Growing Barnsley
- Enabling Barnsley

#### **Recommendations**

That Cabinet: -

- 1. Approve the proposed change of increasing the number of National Management Trainees (NMTs) on the NGDP to three new NMT places every year as a rolling programme, commencing with the cohort intake starting September 2023.**
- 2. Agree funding for three National Management Trainees (NMTs) placements every year from the council's budget as a yearly rolling programme starting from 2023 to 2027, when the programme will be further reviewed at a cost of £228,600\* per annum from 2024/25.**

\*Subject to cost increases and pay awards

## **1. INTRODUCTION**

- 1.1 The NGDP is the Local Government Association's (LGA's) flagship national graduate programme, which attracts new talent to local government. The NGDP gives councils the opportunity to build capacity, to develop their own talent and to seek the next generation of managers. It offers a unique opportunity to place high quality graduates in councils, helping to meet their strategic goals, fast track their careers in local government and to build a pipeline of future talent.
- 1.2 The NGDP is a two-year graduate development programme, where graduates known as National Management Trainees (NMTs) are employed by councils. Each NMT will complete a minimum of three placements during their appointment to develop their skills and knowledge across a variety of services. Every year the LGA has a new cohort for the NGDP, and councils' can therefore sign-up to a yearly rolling NGDP programme.
- 1.3 Alongside their employment, graduates also undertake a learning and development offer provided by the LGA, which is the ILM Level 7 qualification in Strategic Leadership and Management. This qualification will develop the NMT's knowledge and enhance their skills as future strategic leaders.
- 1.4 The NGDP includes a highly competitive recruitment process which attracted over 5,000 applicants in 2022. Those who successfully completed the recruitment process are matched with councils across the country.
- 1.5 There are substantial benefits of the NGDP for councils:-
  - It helps to attract the best graduate talent to the sector and ensures local government continues to be seen as a positive career choice for graduates.
  - Graduates have access to national networks and further learning opportunities, which enriches their experience and enables them to bring best practice and knowledge back to their council.
  - It helps to attract a diversity of candidates and can help to fill gaps within key parts of the organisation.
  - It provides access to high calibre recruitment at a low cost, delivering value for money and providing additional talent within the existing workforce.
  - It allows councils to start thinking earlier about longer-term succession planning and future leadership potential.

## **2. PROPOSAL**

### **Background**

- 2.1 Barnsley Council has to date supported two successful NGDP cohorts since 2019. These cohorts have produced a wealth of talent for the council and have been reputationally well received. The council has experienced excellent

retention rates (return on our investment) which has seen all six National Management Trainees (NMTs) successfully secure permanent employment within the council, filling existing vacancies.

### **Options and Timescales**

- 2.2 The NGDP has begun their recruitment process for the next cohort (Cohort 25) which is due to start September 2023 and will last two years.
- 2.3 The council would like to increase the number on the NGDP to three new NMT places every year, as a rolling programme, which will commence September 2023 so that it can attract and retain a greater number of talented employees who will be potential future leaders. At the end of the second two-year programme (2027) a full review will take place.
- 2.4 The costs for each NMT includes the following:
- NGDP scheme costs - £3,200 (one off cost)
  - Salary costs including on costs – starts at SCP 20 (Grade 6) - £36,122 (per annum)
  - Costs of equipment - £742 (one off cost)

## **3. IMPLICATIONS OF THE DECISION**

### **3.1 Financial and Risk**

- 3.1.1 The Council's Director of Finance (S151 officer) or representative has been consulted as part of drafting this report.
- 3.1.2 The additional costs of having a rolling NGDP programme which has three new NMTs every year (6 in total after year 1, based on a 2-year rolling programme) are detailed in Appendix 1.
- 3.1.3 The cost in year one of the programme (2023/24), is to be funded via reserves specifically set aside for this purpose. The cost beyond year one will be a call on the Council's Medium Term Financial Strategy in future years (2024/25 and beyond) at a cost of £228,600\* per annum.

\*Subject to cost increases and pay awards

### **3.2 Legal**

There are no specific implications arising from this report and the scheme is fully compliant with legislation, ensuring that the council is meeting obligations in relation to statutory requirements.

### **3.3 Equality**

Equality Impact Assessment Pre-screening questions have been undertaken, which shows a full EIA is not required for this strategy.

### **3.4 Sustainability**

There has been no sustainability decision-making wheel completed for this report, as the proposal does not have a direct impact upon sustainability or the people of Barnsley.

### **3.5 Employee**

The NGDP placement roles remain supernumerary to employee establishment.

### **3.6 Communications**

The launch of the scheme will be communicated to all employees.

## **4. CONSULTATION**

The following senior managers were consulted to consider the proposal that is outlined within this report:-

- Neil Copley (Service Director- Finance)
- Steve Loach (Head of Corporate Finance and Business Partnering)
- Michael Potter (Service Director- Business Improvement, HR, and Communications)
- Anthony Harold (Head of Legal Services)
- Phil Quinn (Head of Service HR & OD)

## **5. ALTERNATIVE OPTIONS CONSIDERED**

- 5.1 That the council to continue with the NGDP that is due to start in September 2023 where there would be only three National Management Trainees placements across the two- year programme.

## **6. REASONS FOR RECOMMENDATIONS**

- 6.1 As outlined above, there are significant benefits for the council in increasing the number of National Management Trainees (NMT's) on the council's National Graduate Programme (NGDP) from three per two-year programme to three places per year to increase this talent pipeline into the council.

## **7. GLOSSARY**

LGA – Local Government Association  
NGDP – National Graduate Development Programme  
NMT – National Management Trainee

## **8. LIST OF APPENDICES**

Appendix A: Financial Breakdown Rolling NGDP Programme (3 places yearly)

**9. REPORT SIGN OFF**

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| <b>Financial consultation &amp; sign off</b> | Steve Loach (Head of Financial Services Corporate & Business Partnering / Deputy S151 Officer) 12.4.23 |
| <b>Legal consultation &amp; sign off</b>     | Anthony Harold (Head of Legal Services) 6.3.23   |

**Report Author: Lesley Glanville**  
**Post: Organisational Development Manager**  
**Date: 06.03.23**