

Management response form



Audit Wales use only	
Audited body	Monmouthshire County Council
Audit name	Recruitment and retention challenges – the right people at the right time?
Issue date	

Ref	Recommendation	Commentary on planned actions	Completion date for planned actions	Responsible officer (title)	Audit Wales only
R1	The Council should make sure that its senior leaders have the information needed to fully understand its recruitment and retention challenges.	Ensure data and analysis of recruitment and retention challenges are shared at Directorate Management Team meetings and included in the annual HR Report to the Strategic Leadership Team.	December 2026	Head of HR	
R2	The Council should develop arrangements to assess the value for money of its approaches to recruitment and	Define and collate appropriate metrics to assess the value for money from recruitment. These <i>could</i> include cost per hire; retention and performance of new	December 2026	Head of HR	

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	retention and share lessons learned from this.	recruits; time to hire; feedback from applicants and new recruits. Undertake a benchmarking exercise of these metrics, with comparisons across other public sector organisations.			