

Management response form



Audit Wales use only	
Audited body	Bridgend County Borough Council
Audit name	Recruitment & Retention
Issue date	5/6/2026

Ref	Recommendation	Commentary on planned actions	Completion date for planned actions	Responsible officer (title)	Audit Wales only
R1	The Council should ensure it has the information that it needs to fully understand current recruitment and retention challenges and potential future trends. This should include ensuring it involves the workforce as part of its evidence base to address challenges.	Review and develop alongside Directorates how we hold and report on relevant information linked to recruitment and retention challenges including vacancies, exit questionnaires, staff survey, market information and other relevant evidence.	31/03/2027	Group Manager (HR&OD)	

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R2	The Council should ensure that information on recruitment and retention challenges is reported in a timely way to senior leaders to enable effective and timely oversight and scrutiny.	Have specific focus within the quarterly reporting to the Corporate Management Team on recruitment and retention, including updates on progress within services on key matters.	30/09/2026	Group Manager (HR&OD)	
R3	The Council should develop an approach to assessing the value for money of its approaches to recruitment and retention and sharing lessons learned from this.	It is difficult to quantify the value for money approach to recruitment and retention but will explore further and discuss with other councils to consider how they are approaching this.	31/03/2027	Group Manager (HR&OD)	

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R4	The Council should ensure that, where appropriate, it explores opportunities to work collaboratively to resolve recruitment and retention challenges whilst securing value for money.	Continue to work collaboratively across the HRD network and other networks such as ADSS, PSB, SWP and with regional partners including Health to resolve recruitment and retention challenges, whilst recognising competing priorities, differing financial positions and the variety of terms and conditions.	31/03/2027	Group Manager (HR&OD)	