

iTrent enables
Powys County Council
to launch first integrated
Welsh language
recruitment system



Powys County Council is the first Welsh authority to implement a Welsh language recruitment system that is completely integrated with its HR and payroll system.

Applicants can search the council's website for job openings, read supporting recruitment information, and apply for roles – all online and in their first language. MidlandHR configured this on the council's behalf making use of iTrent, the single web-based platform for talent management, workforce planning, HR and payroll.

To comply with the council's own Welsh Language Scheme and the requirements of the Welsh Language Act & ISA, recruitment processes were reviewed in 2009/2010. It identified that a more robust, centralised recruitment website was needed in both English and Welsh. The integrated recruitment system will help to promote equal opportunities, attract and retain talent, and enhance overall candidate experience. Furthermore, it will deliver the correct information sought by prospective employees looking to make an informed decision about Powys County Council as their employer of choice.



The system also promotes mutual benefit for applicants and the council, facilitating strategic decision making and significant reductions in recruitment processing costs.

Transactions and systems manager at Powys County Council, Sue Harris, explains: *"In serving the needs of our bilingual community, and to attract the best talent, we needed all external systems and communications to be in English and Welsh. From early stages of engagement it was agreed that MidlandHR would develop a Welsh language version of iTrent's Web Recruitment, which has successfully gone live."*

"We've already seen processing costs reduced across the Business Performance Unit and are on target to exceed identified savings across advertising, application requests, applicant interviews and appointments, short-lists, payroll and leaver processes. Central recruitment has reduced administrative tasks such as telephone calls, emails and issuing of manual application packs by a further ten hours per week. The significance of the Welsh iTrent Web Recruitment functionality has been so considerable that we've already taken steps to advise the Welsh Assembly and the Welsh Language Board of the new bilingual integrated web recruitment system."

Meirion Prys Jones, Welsh Language Board chief executive comments: *"The council is to be congratulated for introducing this online service that allows the public to apply for posts entirely through the medium of Welsh. Technology is now used to provide an*

extensive range of the public services that we use and the Welsh language must have its rightful place within this field if we are to succeed in realising the Government's vision of a truly bilingual Wales. Introducing Welsh language services such as this, using information technology, can contribute to increasing the use of Welsh in daily life."

MidlandHR's managing director, Iain Moffat, adds: *"Powys is one of our most advanced customers, seen as thought leaders and early adopters of new technology and respected highly within our customer community and by other councils and commercial organisations. Having migrated through MidlandHR's successive solutions over 22 years, the strategic partnership will continue to reap the true value that iTrent brings whilst meeting strategic objectives through enhanced workforce performance and modern HR best practice."*

Developments to come in phase two, expected to go live in the autumn, will enable managers to enter new interview dates and times, candidate assessment forms and make offers. This will bring further efficiencies through expenditure reductions from stationery and postage costs, the recruitment team, and time taken by managers to filter and process applicants.

The council employs around 8,000 employees across Powys in numerous roles ranging from refuse collectors to social workers, and from teachers to highway engineers. Powys County Council implemented all iTrent modules, from core HR and Payroll, to Absence, Learning, Development, Self-Service and Web Recruitment.

About MidlandHR

MidlandHR is a leading supplier of talent management, workforce planning, HR and payroll solutions and services. With a wealth of industry experience, MidlandHR's solutions support some of the largest and most successful organisations in the UK, from both public and private sectors.

Whether organisations require an on-premise solution, HR and payroll outsourcing services or cloud-based SaaS, MidlandHR's strength lies in its cutting edge iTrent technology and a commitment to providing the highest quality service to meet the needs of every customer.

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For more information visit:
www.midlandhr.com



MIDLANDHR

Ruddington Hall, Ruddington, Nottinghamshire NG11 6LL
t +44 (0) 115 945 6000 f +44 (0) 115 940 5286 e info@midlandhr.com w www.midlandhr.com

Midland Software Limited. Registered office: Peterbridge House 3 The Lakes, Northampton NN4 7HB.
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