



POLICY AND RESOURCES SCRUTINY COMMITTEE - 4TH JUNE 2013

SUBJECT: REPORT TO AUDIT COMMITTEE – 14TH MAY 2013 – WALES AUDIT OFFICE REPORT: HUMAN RESOURCES AND WORKFORCE THEMATIC REVIEW FOR LOCAL GOVERNMENT

REPORT BY: HEAD OF WORKFORCE & OD

1. PURPOSE OF REPORT

- 1.1 To inform Scrutiny members of the report to Audit Committee on the 14th May 2013, to provide feedback on the Wales Audit Office (WAO) Thematic Review.

2. SUMMARY

- 2.1 Members will be aware from the recent report presented to P&R Scrutiny on our Workforce Strategies for dealing with the Medium Term Financial Plan, that there is a need to be able to effectively plan our future workforce requirements.
- 2.2 The Thematic Review by WAO looked at areas linked to this need, and the Council has reported to the Audit Committee its planned response. At Audit Committee on 14th May 2013, the report was accepted and it was agreed to report the detail to P&R Scrutiny in order that Members would be aware of the items being planned and developed. Members have previously requested further details on the Council's strategy to develop workforce planning, and this report is intended to provide this information.

3. LINKS TO STRATEGY

- 3.1 This report has clear links to the workforce planning and Medium Term Financial Plan (MTFP) strategies and also impacts on core policies and procedures.

4. THE REPORT

- 4.1 The attached report and its appendices provide a high level of detail of the review. In particular, Member's attention is drawn to the Action Plan contained in Appendix 1, which outlines the Council's agreed response to the review.
- 4.2 The report also provides an overview of workforce issues arising from Welsh Government initiatives and development work undertaken through the WLGA HR Directors Network, involving the LGA and Wales Audit Office to develop and all Wales Performance Improvement Framework for HR and Workforce issues.

5. EQUALITIES IMPLICATIONS

- 5.1 There are no potential equalities implications of this report and its recommendations on groups or individuals who fall under the categories identified in Section 6 of the Council's Strategic Equality Plan. There is no requirement for an Equalities Impact Assessment Questionnaire to be completed for this report.

6. FINANCIAL IMPLICATIONS

- 6.1 There are no direct financial implications for the Authority.

7. PERSONNEL IMPLICATIONS

- 7.1 There are no direct personnel implications associated with this report. However, it should be recognised that there are potential issues that the Council will need to address following the introduction of the Action Plan, as managers will need to take greater account of workforce planning needs.

8. CONSULTATIONS

- 8.1 There are no consultation responses that have not been reflected in the recommendations of this report.

9. RECOMMENDATIONS

- 9.1 Members are asked to note the detailed information contained in the attached audit report.

10. REASONS FOR THE RECOMMENDATIONS

- 10.1 The recommendation ensures that Members are aware of the items being planned and developed in relation to workforce strategies.

11. STATUTORY POWER

- 11.1 Local Government Act 1972.

Author: Gareth Hardacre, Head of Workforce & OD
Consultees: Corporate Management Team
HR Leadership Team
Cllr Christine Forehead, Cabinet Member for HR & Constitutional Affairs
Cllr Hefin David, Chair of P&R Scrutiny Committee

Appendices:
Appendix 1 - Report to Audit Committee 14th May 2013