

Strategic Framework for Public Sector Workforce – Local Government

To what extent do you agree with the following statements in respect to the way your organisation meets the commitment to the Strategic Framework for public Sector Workforce in Wales?



Strategic Framework for Public Sector Workforce – Local Government

Statements	Strongly disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)
<p>Building an Engaged, motivated, healthy and high performing workforce <i>The council is working to constantly maintain a motivated, healthy and engaged workforce that understands the strategic direction of the organisation, their role and value in it. Council effectively manages performance. Good performance is recognised and shared, poor performance is managed well. People understand what success looks like and it is clear how everyone contributes to the required outcomes for customers. This then impacts on improved performance and on the levels of absence in the workforce.</i></p>				
<p>Employee Relations and partnership working <i>The council has effective employee relations. The council can demonstrate it communicates appropriately with trades unions and employees who are well informed, involved and engaged.</i></p>				
<p>Changing Culture and behaviour <i>The council can demonstrate it is effective in managing change, facing challenges with resilience, resourcefulness and innovative thinking resulting in positive change in difficult times. Councils have core values which reflect integrity, openness, authenticity and trust..</i></p>				
<p>Ensuring Equality and Diversity <i>The council seeks to reflect the community it serves. The council can demonstrate it works to eliminate discrimination, harassment and victimisation, advances equality of opportunity and carries out its duty under the Equalities Act 2010 and the specific Equality Duties outlined in the Equality Act 2010 (Statutory duties) (Wales) Regulations 2011. The council can demonstrate it applies the Welsh Language Standards in providing its services and functions.</i></p>				
<p>Achieving 'Value for money' through people <i>The council seeks to collaborate wherever appropriate to reduce costs and provide better services. The council has explored ways to effectively and efficiently manage workforce costs and can demonstrate it has competitive and value for money human resource management in place. The council has fit for purpose reward strategies and provides value for money in terms of its employee value proposition to meet current and future workforce needs.</i></p>				

Strategic Framework for Public Sector Workforce – Local Government

<p>Improving leadership at all levels</p> <p><i>The council demonstrates it equips its managers and leaders with the knowledge and skills to effectively lead, manage and develop the organisation. Leadership styles and behaviours impact positively on workforce engagement, motivation and contribute to the delivery of high quality public services. Senior managers/leaders understand the social, political and economic context of Wales. The council can demonstrate how leadership is being continuously improved at all levels to meet the current and future needs and how this is impacting on better services for the customer.</i></p>				
<p>Developing Skills</p> <p><i>The council can demonstrate it has an appropriately trained, developed, flexible and agile workforce to meet the current and future needs of the community it serves. The council can demonstrate it has a culture of improving performance through shared learning and participation of all employees</i></p>				
<p>Attracting and Retaining Talent</p> <p><i>The council has identified its critical resourcing issues and addressed them effectively. It has taken action to identify and address any vital future skills shortages and gaps, and where less or more staff will be needed. This process has informed the development of the council's corporate and service strategies and is driven by service managers.</i></p>				
TOTALS				

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People Management Self-Assessment - WLGA

This Framework is based upon the Welsh Government's Strategic Framework for the Public Sector Workforce.

This framework is designed to assess the current level of PERFORMANCE and PRIORITY of how councils are managing their people (human resources).

The framework assumes that councils will take a strategic approach to managing people and have in place measures to underpin their assessment.

The framework operates on a self assessment basis. The scoring system is benchmarked against a range of indicators used to measure people performance. References have been made to CIPD, relevant HR metrics used by companies throughout the world and audit commission in Wales.

The three principal questions that underpin the way in which councils will use this self assessment approach are:

- How well are we doing?
- How do we know?
- How can we improve things further?

Strategic Framework for Public Sector Workforce – Local Government

SUMMARY ASSESSMENT

PERFORMANCE	How are you performing now?				How do you Know?	How can things improve?
To what extent do you agree with the following statements in respect to the way your organisation managers its people?	Strongly Disagree	Disagree	Agree	Strongly Agree		
Building an Engaged, motivated, healthy and high performing workforce						
Employee Relations and partnership working						
Changing Culture and behaviour						
Ensuring Equality and Diversity						
Achieving 'Value for money' through people						
Improving leadership at all levels						
Developing Skills						
Attracting and Retaining Talent						

Strategic Framework for Public Sector Workforce – Local Government

PRIORITY

PRIORITY	What are your people management priorities?				How do you know?	What do you hope to improve?
How much of a priority were the following outcomes for the way in which your council managed its people in the last 12 months?	Not a currently a priority	Low Priority	Priority	High Priority		
Building an Engaged, motivated, healthy and high performing workforce						
Employee Relations and partnership working						
Changing Culture and behaviour						
Ensuring Equality and Diversity						
Achieving 'Value for money' through people						
Improving leadership at all levels						
Developing Skills						
Attracting and Retaining Talent						

Strategic Framework for Public Sector Workforce – Local Government

