



**POLICY AND RESOURCES SCRUTINY COMMITTEE –
24TH JULY 2013**

**SUBJECT: UPDATE ON WELSH GOVERNMENT PROPOSALS – GREEN PAPER
ON WORKFORCE MATTERS**

REPORT BY: HEAD OF WORKFORCE AND ORGANISATIONAL DEVELOPMENT

1. PURPOSE OF REPORT

- 1.1 To provide an update for members on the progress made by Welsh Government following their publication of a Green Paper titled “Consultation on Working Together for Wales - The Public Service Workforce” (attached as appendix 1). The Green Paper was produced to accompany the Welsh Governments Strategic Framework - Working Together for Wales - A Strategic Framework for the Public Service Workforce in Wales (attached as appendix 2).

2. SUMMARY

- 2.1 This is an update on developments in relation to Workforce matters being developed through Welsh Government.

3. LINKS TO STRATEGY

- 3.1 The Workforce is an integral part of the delivery of the Council’s overall delivery of all its Corporate Plans and therefore is fundamental to the achievement of outcomes.

4. THE REPORT

- 4.1 Members will be aware that the Welsh Government issued a Green Paper for consultation purposes, covering a range of proposals relating to Workforce matters in the devolved public service in Wales. For transparency the original paper is included in appendix 1.
- 4.2 It was intended that the outputs would then form the basis of further and detailed proposals that the Welsh Government would seek to put on a statutory footing through legislation. It was originally anticipated that this would lead to the publication of a White Paper and that legislation would be in place by the Autumn of 2013.
- 4.3 The original timelines have slipped considerably, and in May 2013 Welsh Government published the feedback from the consultation process, and produced a summary of all the responses (This is attached at appendix 3). A more detailed breakdown of all the individual responses is available on Welsh Governments website and can be accessed via the following URL address:
<http://wales.gov.uk/consultations/improving/workingtogether/?status=closed&lang=en>

4.4 Given the delays in the process it is not now anticipated that any detailed proposals will be brought forward until Spring 2014. The First Minister has committed to consult with all the relevant Social Partners in the devolved Welsh Public Services, through the auspices of the Workforce Partnership Council.

4.5 As any detailed proposals are brought forward, further reports will be made available for members.

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 associated with this report.

7. PERSONNEL IMPLICATIONS

7.1 There are no direct personnel implications associated with this report.

8. CONSULTATIONS

8.1 There are no consultees that have not been included in the overall report.

9. RECOMMENDATIONS

9.1 Members are asked to note the contents of the report.

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Cabinet Member for HR & Constitutional Affairs

Appendices:

Appendix 1 Green Paper - Consultation on working Together for Wales - The Public Service Workforce
Appendix 2 Working Together for Wales - A Strategic Framework for the Public Service Workforce in Wales
Appendix 3 Green Paper – Summary of Responses