



POLICY AND RESOURCES SCRUTINY COMMITTEE – 12TH JULY 2016

SUBJECT: HR STRATEGY DOCUMENT

**REPORT BY: ACTING DIRECTOR OF CORPORATE SERVICES AND SECTION 151
OFFICER**

1. PURPOSE OF REPORT

- 1.1 The purpose of the report is to seek views from Policy and Resources Scrutiny Committee regarding the draft HR Strategy 2016 – 20, prior to presentation at Cabinet for agreement.

2. SUMMARY

- 2.1 The Council has an outstanding proposal for improvement from Wales Audit Office (WAO) that we 'should prioritise the development of an HR strategy and workforce plan. These should form key elements of the Council's strategic planning framework.' The agreement of the HR Strategy document will assist to address this proposal.

3. LINKS TO STRATEGY

- 3.1 The HR Strategy 2016 – 20 links to the Council's Corporate Plan 2013 - 2017, the Medium Term Financial Plan, and the Single Integrated Plan 2013 - 2017.

4. THE REPORT

- 4.1 Following a review of the Council's HR arrangements in 2012, WAO raised the need for the improvements in strategic HR and workforce planning. The WAO Special Inspection report published in January 2014, concluded that 'the Council has been slow to implement actions to improve the HR function and to develop its workforce planning arrangements'. WAO subsequently made the statutory recommendation that the Council 'ensures that the actions identified to improve the HR function and workforce planning are implemented'.
- 4.2 The WAO follow-up of the Special Inspection report of January 2015 concluded that the Council 'is not yet realising the benefits of the strategic aspects of human resources and workforce planning although significant progress has been made in developing human-resources-related policies to facilitate the implementation of the Council's medium-term financial plan'.
- 4.3 Policy and Resources Scrutiny Committee are now asked for views regarding the HR Strategy 2016 – 20, prior to presentation at Cabinet for agreement.
- 4.4 This will be the first HR Strategy for Caerphilly CBC. It is recognised that the Authority is facing a number of challenges and perhaps changes moving forward that could impact on the HR Strategy. Hence it is recommended that this strategy is reviewed 12 months after implementation and updated if considered necessary.

5. EQUALITIES IMPLICATIONS

- 5.1 Equalities and Welsh language issues form a fundamental part of HR policies in line with the Council's Strategic Equality Plan, in order to comply with the statutory duties and regulations covering these areas. The HR Strategy will be implemented alongside the HR aspects of the Council's Strategic Equality Objectives, specifically SEO 6 (Compliance with the Welsh Language Standards), SEO 10 (Diversity in the Workplace) and SEO 11 (Corporate Compliance).

6. FINANCIAL IMPLICATIONS

- 6.1 There are no financial implications within this report.

7. PERSONNEL IMPLICATIONS

- 7.1 The personnel implications are included in the report.

8. CONSULTATIONS

- 8.1 There are no consultations that have not been included in the report.

9. RECOMMENDATIONS

- 9.1 Policy and Resources Scrutiny Committee are asked for views regarding the HR Strategy 2016 – 20, prior to presentation at Cabinet for agreement.
- 9.2 Policy and Resources Scrutiny Committee endorse the proposal to review this strategy 12 months after implementation, to ensure that it is current and 'fit for purpose'.

10. REASONS FOR THE RECOMMENDATIONS

- 10.1 The recommendation is made to allow the Council to progress the outstanding proposal for improvement from WAO to prioritise the development of an HR strategy.

11. STATUTORY POWER

- 11.1 Local Government Acts 1972 and 2000.

Author: Lynne Donovan, Acting Head of Human Resources and Organisational Development

Consultees: Corporate Management Team
HR Management Team
HR Strategy Group
David Thomas, Senior Policy Officer (Equalities and Welsh Language)
Gary Enright, Branch Secretary, Unison
Neil Funnell, Branch Secretary, GMB

Appendices:
Appendix 1 Caerphilly County Borough Council Draft HR Strategy 2016 - 2020