



## CABINET – 27TH JULY 2016

**SUBJECT: HR STRATEGY DOCUMENT**

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

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- 1.1 The attached report, which was presented to the Policy and Resources Scrutiny Committee on 12th July, sought Members views on the draft HR Strategy 2016-20, prior to its presentation to Cabinet for approval.
- 1.2 Officers explained that following a review of the Council's Human Resources (HR) arrangements in 2012, Wales Audit Office (WAO) raised the need for the improvements in strategic HR and workforce planning, and subsequently made the statutory recommendation that the Council 'ensures that the actions identified to improve the HR function and workforce planning are implemented'. The WAO follow-up of the Special Inspection report of January 2015 concluded that a number of improvements were awaiting completion but noted the significant progress made by the Council in developing HR-related policies to facilitate the implementation of the Council's medium-term financial plan. The HR Strategy document has been developed to address an outstanding proposal for improvement from WAO, which stated that the Council should prioritise the development of an HR strategy and workforce plan to form key elements of the Council's strategic planning framework.
- 1.3 Members were advised that this will be the first HR Strategy for Caerphilly CBC, and in view of the potential future challenges and changes faced by the Authority, it was proposed that the HR Strategy (attached in draft form at Appendix 1 of the Scrutiny Committee report) be reviewed 12 months after implementation and updated if considered necessary.
- 1.4 The Trade Union representative present at the meeting confirmed that the Trade Unions had no issues with the proposed HR Strategy and recognised the need for efficiencies to be made, but they expressed the need for the Authority to exercise its duty of care to its employees when utilising the Strategy across the workforce.
- 1.5 During the course of the ensuing debate, concerns were expressed regarding the references to reviewing services and attendance management policies. Officers reiterated that the aim of the HR Strategy is to support Managers to deliver, maintain and improve services and minimise the impact to staff in the achievement of budget targets.
- 1.6 Following consideration of the report, the Policy and Resources Scrutiny Committee unanimously recommended to Cabinet that for the reasons contained therein:-
  - (i) the HR Strategy as appended to the report be approved;
  - (ii) the HR Strategy be reviewed 12 months after implementation to ensure it is current and fit for purpose.
- 1.7 Members are asked to consider the recommendations.

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Appendices:

Appendix 1 Report to Policy and Resources Scrutiny Committee on 12th July 2016 – Agenda Item 8