



## **POLICY AND RESOURCES SCRUTINY COMMITTEE - INFORMATION ITEM**

**SUBJECT: WORKFORCE DEVELOPMENT STRATEGY 2021 – 24 UPDATE**

**REPORT BY: CORPORATE DIRECTOR EDUCATION AND CORPORATE  
SERVICES**

### **1. PURPOSE OF REPORT**

- 1.1 The purpose of the report is to update Policy & Resources Scrutiny Committee in relation to the Workforce Development Strategy 2021 – 24 action plan.

### **2. SUMMARY**

- 2.1 The Workforce Development 2021 – 24 was agreed by Cabinet on 29<sup>th</sup> September 2021.
- 2.2 The Strategy is supported by an action plan to assist the delivery of the many objectives identified.
- 2.3 The report provides Scrutiny Members with an update of the action plan.

### **3. RECOMMENDATIONS**

- 3.1 Policy & Resources Scrutiny Committee are asked to note the contents of this report.

### **4. REASONS FOR THE RECOMMENDATIONS**

- 4.1 The recommendation is made to provide Scrutiny Members with an update of the action plan.

### **5. THE REPORT**

- 5.1 As stated, the Workforce Development Strategy 2021 – 24 was agreed by Cabinet on 29<sup>th</sup> September 2021.
- 5.2 The Strategy confirms our people are our most valuable asset and are at the very heart of everything we do. Developing an engaged, skilled and effective workforce

that champions our values and is capable of meeting the future needs of our residents, is essential to our ability to deliver our ambitious transformation objectives.

- 5.3 The Strategy outlines our commitment to developing our workforce and details how we will create the right environment, enhance our support and better equip our people with the right skills to be highly effective in their jobs and achieve greater levels of job satisfaction
- 5.4 There is an agreed action plan included within the Strategy to assist the delivery of the many objectives identified.
- 5.5 This report provides Scrutiny Members with an update of that action plan at Appendix 1.

#### 5.6 **Conclusion**

Members will note that progress is being made against the actions, albeit the target date for some actions has not been fully met.

### 6. **ASSUMPTIONS**

- 6.1 There are no assumptions made within this report.

### 7. **SUMMARY OF INTEGRATED IMPACT ASSESSMENT**

- 7.1 An Integrated Impact Assessment has not been completed as this report is an information item. An Integrated Impact Assessment was submitted to Cabinet with the Strategy in September 2021.

### 8. **FINANCIAL IMPLICATIONS**

- 8.1 There are no financial implications to this report.

### 9. **PERSONNEL IMPLICATIONS**

- 9.1 There are no personnel implications to this report.

### 10. **CONSULTATIONS**

- 10.1 The consultation responses have been incorporated in the report.

### 11. **STATUTORY POWER**

- 11.1 Local Government Act 1972

Author: Lynne Donovan, Head of People Services

Consultees: Richard Edmunds, Corporate Director, Education and Corporate Services

Cllr Nigel George, Cabinet Member for Corporate Services and Property Services

Background Papers:

Report to Cabinet 29<sup>th</sup> September 2022 'WORKFORCE DEVELOPMENT STRATEGY 2021 – 24'

Appendices:

Appendix 1 Workforce Development Strategy 2021 – 24 Action Plan