

Management response

Report title: Springing Forward - Workforce

Completion date: by 26.8.22

Document reference:

Ref	Recommendation	Accepted (yes/no)	Management response	Completion date	Responsible officer
R1	<p>Workforce and succession plans, monitoring and reviewing</p> <p>R1 In developing its service-level workforce plans, the Council should place the sustainable development principle at the heart of its considerations, and specifically ensure it:</p> <ul style="list-style-type: none"> • builds on its experience of the COVID-19 pandemic; • takes account of longer-term trends that may affect service 	Yes	<p>The Council is introducing a Workforce Planning Framework and Toolkit to support service level workforce planning.</p> <p>Workforce planning will work alongside service planning, with a clear focus on the Well-being of Future Generations Act and sustainable development principles. Workforce planning supports both our organisational and service level strategic aims, addresses learnings from the pandemic and responds to</p>		

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	<p>provision and the efficient use of workforce;</p> <ul style="list-style-type: none"> • aligns with other strategic plans and outcomes; • takes account of the needs of staff, service users and partners, and • sets out SMART performance measures and appropriate monitoring and reporting arrangements. 		<p>both internal and external drivers of change.</p> <p>Workforce planning will seek to address changing external pressures, service user and partner needs through the critical review of service provision and assessment of future workforce requirements, whilst identifying staff needs through succession and skills analysis.</p> <p>The Framework will assist managers with the workforce planning process and develop SMART actions to achieve objectives.</p>		

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			Actions identified: Introduce the Workforce Planning Framework	Autumn 2022	Head of People Services