

# Cabinet



Forest Heath  
District Council

<b>Title of Report:</b>	<b>Workforce Strategy 2018-2020</b>	
<b>Report No:</b>	<b>CAB/FH/18/024</b>	
<b>Report to and date:</b>	<b>Cabinet</b>	3 April 2018
<b>Portfolio holder:</b>	Councillor Stephen Edwards Portfolio Holder for Resources and Performance <b>Tel:</b> 01799 530325 <b>Email:</b> <a href="mailto:stephen.edwards@stedsbc.gov.uk">stephen.edwards@stedsbc.gov.uk</a>	
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<b>Purpose of report:</b>	The West Suffolk councils have an agreed Strategic Plan and Medium Term Financial Strategy to support its delivery. This Workforce Strategy sets out our vision for our people and identifies the areas we need to focus on to achieve our ambitions. It looks at the composition of the workforce and the current skills set and the skills needed for future. It identifies how we will continue to recruit and develop our workforce and work with our communities to make sure that we have the right people, the right skills and the right behaviours. This strategy aims to enable us to be a confident, co-operative and high performing organisation in every aspect of our work addressing the needs of our customers and our communities.	
<b>Recommendation:</b>	<b>It is <u>RECOMMENDED</u> that the Workforce Strategy as contained in Appendix 1 to Report No: CAB/FH/18/024, be approved.</b>	
<b>Key Decision:</b>  (Check the appropriate box and delete all those that <b><u>do not</u></b> apply.)	Is this a Key Decision and, if so, under which definition? Yes, it is a Key Decision - <input type="checkbox"/> No, it is not a Key Decision - <input checked="" type="checkbox"/>	
The decisions made as a result of this report will usually be published within <b>48 hours</b> and cannot be actioned until <b>five clear working days of the</b>		

<b>publication of the decision</b> have elapsed. This item is included on the Decisions Plan.			
<b>Consultation:</b>		<ul style="list-style-type: none"> <li>Leadership Team, Unison</li> </ul>	
<b>Alternative option(s):</b>		<ul style="list-style-type: none"> <li>Not to produce a Workforce Strategy; however, the vision and direction for our people would not necessarily be clearly identified, nor would the areas we need to focus on to achieve our ambitions and priorities set out in the West Suffolk Strategic Plan for addressing the needs of our customers and our communities be clearly acknowledged.</li> </ul>	
<b>Implications:</b>			
Are there any <b>financial</b> implications? If yes, please give details		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> <ul style="list-style-type: none"> <li>To be delivered within existing budgets</li> </ul>	
Are there any <b>staffing</b> implications? If yes, please give details		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Are there any <b>ICT</b> implications? If yes, please give details		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Are there any <b>legal and/or policy</b> implications? If yes, please give details		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Are there any <b>equality</b> implications? If yes, please give details		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> <ul style="list-style-type: none"> <li>The Strategy has been written to provide equality of opportunity in employment and aspires to achieving some diversity in the workforce.</li> </ul>	
<b>Risk/opportunity assessment:</b>		<i>(potential hazards or opportunities affecting corporate, service or project objectives)</i>	
<b>Risk area</b>	<b>Inherent level of risk</b> (before controls)	<b>Controls</b>	<b>Residual risk</b> (after controls)
Poor employment relations	Medium through times of change	Clear strategy supports staff in dealing with challenge and change	Low
Lack of appropriate skills development and understanding of new ways of working to deliver strategic plan		Strategy identifies skill development as a key priority for workforce development. Clarity to managers on the required approach to the workforce.	Low
<b>Ward(s) affected:</b>		N/A	
<b>Background papers:</b>		None	
<b>Documents attached:</b>		<b>Appendix 1:</b> Workforce Strategy	

## **1. Key issues and reasons for recommendation(s)**

- 1.1 The Workforce Strategy, as attached as Appendix 1, sets out the necessary actions to support, develop and achieve the priorities of both Forest Heath and St Edmundsbury, by identifying the outcomes, and how we will achieve them, that will enable us to deliver the West Suffolk Strategic Framework 2018-2020.
- 1.2 This Strategy recognises that we are facing significant change and challenge, when it is more important than ever to make sure that we have the right people, the right skills and behaviours, and people who are able to perform their role well in uncertain times.
- 1.3 The Strategy seeks to articulate the commitment and responsibility we have to make sure we enable the delivery of great services to our communities, together with a clear approach to the workforce that everyone understands. Once approved, a workforce development plan will be put in place to make sure that we deliver the actions described in the Strategy.