

Interim Report on Workforce Strategy

To: Audit & Accounts Committee
Date: Tuesday 23rd September 2014
From: Martin Cox, LGSS Head of People
Electoral Division(s): All
Purpose: An update on the plan to develop a Workforce Strategy

Recommendation: The Committee notes the update and receives a future briefing on the Strategy and its contents in early 2015.

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1. Background

1.1 The Audit Committee asked at its July meeting about progress on developing a specific Workforce Development Strategy for the Council.

2. Workforce Strategy

- 2.1 The Council is in the process of changing how it communicates it's priorities for supporting and developing employees to deliver the services our customers need.
- 2.2 The last (People) Strategy ended in 2012 and SMT took a decision at this point to consolidate its workforce priorities within the wider Business Plan as it is a key element of the Council's strategic direction.
- 2.3 The Integrated Plan for 2012/13 included in Chapter 5 the actions and plans for the Council to maintain and improve "an efficient and effective organisation". These included the vision for the service and how it would be delivered.
- 2.4 The focus for this period was on strong leadership and management, culture, retention, skills development and support for new entrants,

such as an apprenticeship scheme. Progress has been made in a number of these areas as a result of this strategy.

- 2.5 In November 2013 SMT agreed to develop a separate Workforce Strategy that would focus on the coming four years and compliment the new Business Plan.

It was agreed that the starting point would be an engagement with employees through focus groups on their views about the Council and what would improve motivation and increase commitment.

The timing of these groups was moved into later 2014 in recognition of the significant implications and turbulence of the Employment Review negotiations, which concluded in April 2014, and the redundancy programme which resulted from the 2014/15 Business Plan, where implementation was completed earlier in the summer.

- 2.6 A paper has been prepared for SMT later in September to outline the areas to cover for the engagement sessions with employees, and to agree the vision for the strategy's development.

- 2.7 The Workforce Strategy and resulting plan will be in place for 1st April 2015.

Source Documents	Location
2013 Integrated Plan	Camweb