

INTERIM REPORT ON WORKFORCE STRATEGY

To: **Audit & Accounts Committee**
Date: **Tuesday 15th March 2016**
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 content of the Strategy once it has been finalised.

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1. Background

- 1.1 Members have previously been briefed that the Council is in the process of changing how it communicates its priorities for supporting and developing employees to deliver the services our customers need.

2. Workforce Strategy

- 2.1 Since previous updates on progress, SMT have been continuing to work on developing the new Operating Model and transformation agenda for the Council.
- 2.2 Now that the Council's budget has been approved, SMT will be reviewing the strategic direction set for the organisation. It is critical that this strategic direction is clear before a meaningful workforce strategy can be agreed.
- 2.3 Understanding the direction will enable us to determine the skills needed by our workforce for the future, and plan how best to achieve this.

2.4 In the meantime a number of other key projects have been undertaken in recent months to support the development of our workforce and these include:

- The introduction of a new Performance Management procedure with effect from 1st January 2016 to support high performance across the organisation.
- A review of management pay, which has led to a more equitable, future-proof and fit for purpose pay structure.
- Revisions to the performance appraisal process, launched and rolled out in 2015.
- A new employee recognition scheme was launched in January 2016. Recipients receive a £50 gift voucher and an additional day's annual leave. Awards are presented by the Service Director and winners will be featured on the Daily Blog. Each year SMT will review all those recognised and select the best example for wider recognition at Full Council.
- Shaping employee engagement approaches with the social care Recruitment and Retention Board.
- An employee benefit scheme, currently being rolled out across the Council, which provides access to a wide range of goods and services, including lease cars, at a reduced rate.

2.5 SMT will be reviewing the strategic direction over the coming weeks and once this is done work will re-commence on shaping the workforce strategy.

2.6 A further update on progress should be available by May.

Background Documents: None