

Cabinet**23rd November 2022****Workforce Strategy**

Relevant Portfolio Holder	Councillor G. Denaro
Portfolio Holder Consulted	Yes
Relevant Head of Service	Deb Poole – Head of Transformation, OD and Digital
Report Author	Job Title: HR&OD Manager Contact email: becky.talbot@bromsgroveandredditch.gov.uk Contact Tel:01527 64252
Wards Affected	N/A
Ward Councillor(s) consulted	N/A
Relevant Strategic Purpose(s)	Enabling
Non-Key Decision	
If you have any questions about this report, please contact the report author in advance of the meeting.	

1. RECOMMENDATIONS :-**1.1 The Cabinet is asked to RESOLVE that**

The approach taken by the Chief Executive, as Head of Paid Service, to address the Workforce Strategy be endorsed.

2. BACKGROUND

- 2.1 The Council's Workforce Strategy has been developed by taking into consideration the priorities in the Council Plan and by focusing on ensuring we have a workforce that is fit for the future. The strategy links to and supports the Council's strategic priorities by identifying what the workforce needs to look like and how it needs to operate to deliver the best possible outcomes for our communities.
- 2.2 The strategy helps provide direction to ensure that the organisation has the right people, with the right skills, in the right place, at the right level and at the right cost. The Workforce Strategy also aligns with our Customer and Digital Strategy and our Agile Policy to ensure the workforce has the tools to do their jobs effectively, can work flexibly and be responsive to customer needs.

- 2.3 Our Workforce Strategy is essential in making sure we can deliver our Council Plans and our Strategic Priorities.
- 2.4 In order to deliver the direction needed, the strategy highlights the following three key themes:
- **Workforce Planning and Talent Management** - the way we secure and retain the workforce that we need now and in the future, whilst achieving an increasingly diverse workforce where everyone's contribution is recognised and valued.
 - **Engagement** - the way employees are motivated and engaged in the delivery of the Councils' Strategic Purposes.
 - **Health, Safety and Wellbeing** – the health, safety and wellbeing of our staff is important, and we will strive to provide a safe and healthy working environment that promotes everyone's wellbeing. We will focus on helping staff to make better choices, change behaviours and better manage their overall wellbeing.

3. OPERATIONAL ISSUES

The Workforce Strategy will ensure we have a clear approach to how we will manage and develop our current and future workforce.

4. FINANCIAL IMPLICATIONS

There are no financial implications other than those that may relate to specific activities referred to in the strategy. Any additional budget requirements will be explored through budget bids or business cases at the appropriate time.

5. LEGAL IMPLICATIONS

There are no legal implications

6. OTHER - IMPLICATIONS

Relevant Strategic Purpose

- 6.1 The Workforce Strategy sets out the Council's vision and aspirations for its workforce, both now and in the future. In doing so it recognises the importance of our staff as a resource central to our success in delivering our strategic purposes.

Climate Change Implications

- 6.2 As agile working becomes more commonplace and the use of digital technology more important, as a council we will need to adopt new ways of working which may reduce the requirement for travel thus supporting the councils commitment to the green agenda.

Equalities and Diversity Implications

As we implement the strategy due consideration will be given to any equality and diversity implications. However, it is recognised that a diverse workforce is more likely to understand our customers' needs and support the development of innovative ideas to fulfil those needs.

7. RISK MANAGEMENT

- 7.1 N/A

8. APPENDICES and BACKGROUND PAPERS

Appendix One – The Workforce Strategy

9. REPORT SIGN OFF

Department	Name and Job Title	Date
Portfolio Holder	Councillor G. Denaro	26/10/2022
Lead Director / Head of Service	Deb Poole – Head of Transformation, OD & Digital	19/10/2022
Financial Services	Michelle Howell – Head of Finance & Customer Services	26/10/2022
Legal Services	Mike Rowan Legal Services Manager	26/10/2022

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Policy Team (if equalities implications apply)	N/A	
Climate Change Team (if climate change implications apply)	N/A	