

Staffing Committee

Date of Meeting: 25 April 2019

Report Title: HR Workforce Strategy

Senior Officer: Sara Barker - Head of HR

1. Report Summary

1.1 The purpose of this report is to update Staffing Committee on the HR Workforce Strategy (set out in Appendix 1). This document sets out the strategic framework that will be delivered through the People Plan to support the Council in achieving the outcomes set out in the Corporate Plan and to realise the vision for the Council.

2. Recommendation

2.1 To note the report.

3. Reasons for Recommendations

3.1 To ensure Members are kept up to date with the strategic direction relating to the workforce.

4. Other Options Considered

4.1 Not applicable.

5. Background

5.1 It is recognised that an updated workforce strategy is required to outline how the Council will ensure that it has the right people, with the right skills, in the right place at the right time and at the right cost. Furthermore the Council needs to ensure that employees feel that they are valued and supported as individuals in order to retain and attract a talented workforce..

6. Briefing Information

6.1 The workforce strategy sets out the context and purpose in relation to the realising the vision for workplace culture whilst delivering the strategic outcomes along with highlighting the links to the vision for the Council, the Corporate Plan, transformation plans and other business strategies.

6.2 The workforce strategy outlines the Council's challenges for workforce planning that will be addressed through delivery of the People Plan.

6.3 The document details the ways in which the Council engages with its workforce and the Brighter Future Community and Trade Unions.

6.4 The workforce strategy document details the strategic measures of success and provides information relating to the workforce demographic.

8 Implications of the Recommendations

8.1 Legal Implications

8.1.1 There are no legal implications for the Council at this stage.

8.2 Financial Implications

8.2.1 There are no financial implications directly associated with the workforce strategy.

8.3 Human Resources Implications

8.3.1 The workforce strategy will provide the strategic framework for the HR Service to deliver the People Plan.

8.4 Risk Management Implications

8.4.1 No key risks have been identified.

8.5 Dependencies

8.5.1 No dependencies have been identified that are directly attributed to the workforce strategy.

8.6 Rural Communities Implications

8.6.1 There are no direct implications for rural communities.

8.7 Implications for Children & Young People / Cared for Children

8.7.1 There are no direct implications for children and young people.

8.8 Public Health Implications

8.8.1 There are no direct implications for public health.

9 Ward Members Affected

9.1 No specific wards affected.

10. Access to Information

10.1 The background papers relating to this report can be inspected by contacting the report writer.

11. Contact Information

11.1 Any questions relating to this report should be directed to the following officer:

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