

# Public Document Pack



Neuadd y Sir / County Hall, Llandrindod, Powys, LD1 5LG

Os yn galw gofynnwch am - If calling please ask for  
Wyn Richards

Ffôn / Tel: 01597 826375

Ffôn Symudol / Mobile:

Llythyru Electronig / E-mail: [wyn.richards@powys.gov.uk](mailto:wyn.richards@powys.gov.uk)

## **GOVERNANCE AND AUDIT COMMITTEE** **Thursday, 24th November, 2022**

---

The use of Welsh by participants is welcomed. If you wish to use Welsh please inform us by noon, two working days before the meeting

---

### **S U P P L E M E N T A R Y P A C K**

<b>1.</b>	<b>SPRINGING FORWARD WORKFORCE MANAGEMENT</b>
-----------	---

To receive and consider the Audit Wales report – Springing Forward Workforce Management”.

(Pages 3 - 4)

This page is intentionally left blank

## Council Response Form

### Council action planned in response to the recommendations issued by Audit Wales

**Council:** Powys County Council

**Report title:** Springing Forward - Workforce

**Issue date:** October 2022

**Document reference:** 3222A2022



Ref	Recommendation	Council action planned in response to recommendation issued by Audit Wales	Target date for completion of actions	Responsible officer
R1	<p>Performance management</p> <p>The Council needs to strengthen the performance management of its workforce by:</p> <ul style="list-style-type: none"><li>highlighting workforce items to Scrutiny Chairs for their consideration in developing agendas; and</li></ul>	<p>To meet with relevant Scrutiny Chairs and Committees to discuss and highlight workforce items which they could add to their workplan</p>	<p>March 2023</p>	<p>Paul Bradshaw Head of Workforce and Organisational Development - Economy Residents and Communities Scrutiny Committee regarding the wider Council workforce.</p> <p>Nina Davies Director of Social Services and Housing - Health and Care Scrutiny Committee regarding the workforce she leads; and</p>

Ref	Recommendation	Council action planned in response to recommendation issued by Audit Wales	Target date for completion of actions	Responsible officer
	<ul style="list-style-type: none"> <li>continuing to develop benchmarking activity on workforce with other organisations.</li> </ul>	<p>To seek to develop a workforce benchmarking group via WLGA with HR leads across the Welsh local authorities, to develop meaningful workforce benchmarking.</p> <p>Should this not prove possible to explore other avenues for meaningful benchmarking.</p>	<p>To develop a group and plan by March 2023</p> <p>And to commence benchmarking from 2023/24</p>	<p>Lynette Lovell Director of Education and Children – Learning and Skills Scrutiny Committee regarding the school's workforce.</p> <p>Paul Bradshaw Head of Workforce and Organisational Development</p>