

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

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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 The Council needs to strengthen the performance management of its workforce by:</p> <ul style="list-style-type: none">highlighting workforce items to Scrutiny Chairs for their consideration in developing agendas; and	<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. Nina Davies Director of Social Services and Housing - Health and Care Scrutiny Committee regarding the workforce she leads; and</p>

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	<ul style="list-style-type: none"> continuing to develop benchmarking activity on workforce with other organisations. 	<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>