

CYNGOR SIR POWYS COUNTY COUNCIL.

Employment and Appeals Committee

25th October 2019

REPORT AUTHOR: Paul Bradshaw, Head of Workforce & Organisational Development

SUBJECT: Draft Workforce Strategy

REPORT FOR: Information and Comment

1. Purpose

To provide the Committee with an opportunity to comment upon and help shape the Council's Workforce Strategy.

2. Background

2.1 At the last meeting of the Committee, I shared my paper to EMT about the Council's aspirations for the workforce. The purpose of which, was to explore how the Council could set out to ensure that employees have a great work experience, recognising that good employee engagement is both the right thing to do, and also has a direct correlation with high performance. To this end, our aspiration is to develop an even more confident and healthy workforce, which invests all of its talents and energy in; changing, improving and transforming the services we deliver to the people and communities of Powys, and the way in which we deliver those services. To bring our aspirations to life, my team developed a Workforce Transformation Plan for the next two years, which lays out a comprehensive set of actions.

2.2 Alongside this we worked closely with colleagues from our Engage 4 Change Group, who ran a number of workshops during the summer, with staff from across the Council about employee perceptions / feelings. This explored how employees felt the Council could better manage, engage and work with staff and provided my team with some really helpful feedback on how we can better support the workforce moving forwards.

2.3 To bring these two key pieces of work together, we have updated our Workforce Transformation Plan and have produced the attached Workforce Strategy.

2.4 As you can see, the draft strategy lays out its context/purpose, its fundamental link to the Council's vision and priorities, and importantly recognises the importance of the workforce and how the Council will invest in it. The second half of the strategy then sets out a comprehensive set of actions, which will be delivered over the coming years to bring our aspirations to life and looks how we will be able to measure the success of the strategy.

3. Recommendation

That the Committee notes the report and draft Workforce Strategy and be invited to comment in order to help shape the strategy.