

Report to:	COUNCIL
Relevant Officer:	Carmel McKeogh, Deputy Chief Executive
Relevant Cabinet Member:	Councillor Simon Blackburn, Leader of the Council
Date of Meeting:	20 January 2016

WORKFORCE STRATEGY 2016/ 2020

1.0 Purpose of the report:

- 1.1 To consider the recommendation of the Executive from its meeting on 18 January 2016 relating to the Workforce Strategy 2016/ 2020.

2.0 Recommendation(s):

The Executive will be recommended to recommend to Council:

- 2.1 To approve the Workforce Strategy 2016/ 2020.

3.0 Reasons for recommendation(s):

- 3.1 The Workforce Strategy is a key element of the Council's corporate business planning framework and is designed to provide direction for the current and future management and development of people across the Council. It is an over-arching document that informs business planning, workforce planning, employment policy development, procedures and practice.

The current People Strategy developed in 2010 is due to expire and a new five-year strategy has been developed by the Human Resources Team working in conjunction with the Corporate Leadership Team in order to identify key actions which will help us to ensure the workforce fits into the overall vision and priorities for Blackpool. The new strategy also reviews progress on the 2010/ 2015 strategy.

- 3.2 The Workforce Strategy is developed at a time of unprecedented change and funding cuts. The purpose of the strategy is to ensure that employees are developed and empowered to deliver their objectives, which are aligned to the Council Plan and Council priorities so that the Council can make a real difference to the lives of Blackpool residents.

3.2a Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No, if approved this strategy will replace the existing People Strategy

3.2b Is the recommendation in accordance with the Council's approved budget? Yes

3.3 Other alternative options to be considered:

Not to approve the Workforce Strategy.

4.0 Council Priority:

4.1 The relevant Council Priority is

- "The economy: Maximising growth and opportunity across Blackpool"
- "Communities: Creating stronger communities and increasing resilience"

5.0 Background Information

5.1 The Executive at its meeting on 18 January will consider the Workforce Strategy that has been developed alongside the new Council Plan and is a five-year strategy setting out a vision for our employee. It has been designed to ensure that Council employees are supported and developed to deliver against the Council Plan and Council priorities.

5.2 Without the appropriate skills, knowledge and experience within the Council, it cannot deliver the Council plan. The Workforce Strategy will show how the Council will support employees to achieve success. The strategy describes the key actions required in relation to employee development to ensure the Council can deliver the its vision, whether this is through leadership development, skills development, recruitment and retention, pay and reward or employee health and wellbeing.

Does the information submitted include any exempt information? No

List of Appendices:

Executive Decision Notice EX02/2016 – to be circulated after the meeting of the Executive on 18 January 2016.

A copy of the supporting documentation to this decision notice was submitted with the agenda for the Executive and can be found on the [Council's website](#).

6.0 Legal considerations:

6.1 None.

7.0 Human Resources considerations:

7.1 The strategy will set out the vision for employees and has been designed designed to ensure that Council employees are supported and developed to deliver against the Council Plan and Council priorities.

8.0 Equalities considerations:

8.1 All Human Resources policy is focussed on the core aim of mainstreaming good equality practice across the Council.

9.0 Financial considerations:

9.1 None.

10.0 Risk management considerations:

10.1 None.

11.0 Ethical considerations:

11.1 None.

12.0 Internal/ External Consultation undertaken:

12.1 Blackpool Council is committed to employee engagement and therefore already had a broad range of information to help inform the strategy refresh including:

- Investors in people accreditation
- Real World Leadership evaluation
- Collective 360 process and refresh
- IPA development need outcomes
- IPA process 'How was it for you?' feedback
- Induction and probation questionnaires
- Exit interview feedback
- 12 question feedback

- Children's and Adults Workforce Development group outputs
- Children's Social Work sub group
- Points of View

In addition to the above consultation has been undertaken with Corporate Leadership Team, Senior Leadership Team, Elected Members, Trade Unions and employees.

13.0 Background papers:

13.1 There are no additional background papers to this report.