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| Notice of: | EXECUTIVE |
| Decision Number: | EX2/2016 |
| Relevant Officer: | Carmel McKeogh, Deputy Chief Executive |
| Relevant Cabinet Member: | Councillor Simon Blackburn, Leader of the Council |
| Date of Meeting: | 18 th January 2016 |

WORKFORCE STRATEGY 2016-2020

1.0 Purpose of the report:

1.1 To consider the Workforce Strategy 2016 – 2020.

2.0 Recommendation(s):

2.1 To recommend Council 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 2010-15 strategy

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

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

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 new Workforce Strategy (Appendix 3a, to the Executive report) has been developed alongside the new Council Plan and is a five year strategy setting out a vision for our employees. 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.

5.3 The strategy will stress the Council's commitment to its workforce and outline the actions which will be put in place to enable the Council to realise its ambitions and deliver services which are tailored to local needs whilst also delivering value for money and delivering more for less.

5.4 The strategy sets out which measures will be used to monitor performance and report to Corporate Leadership Team on an annual basis. Following approval of this strategy a clear link will be established to the Council's annual Business Planning process to ensure that consideration is given to any employee support and development required in order to meet the annual service objectives.

5.5 The Workforce Strategy includes the Council's equality objectives and ambitions for the workforce.

5.6 **Consultation**

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

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

5.8 Does the information submitted include any exempt information? No

5.9 **List of Appendices:**

Appendix 3a: Workforce Strategy 2016-20

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 As outlined in paragraph 5.6 included with Background Information.

13.0 Background papers:

13.1 None

14.0 Key decision information:

14.1 Is this a key decision? Yes

14.2 If so, Forward Plan reference number: 13/2015

14.3 If a key decision, is the decision required in less than five days? No

14.4 If **yes**, please describe the reason for urgency:

15.0 Call-in information:

15.1 Are there any grounds for urgency, which would cause this decision to be exempt from the call-in process? No

15.2 If **yes**, please give reason:

TO BE COMPLETED BY THE HEAD OF DEMOCRATIC GOVERNANCE

16.0 Scrutiny Committee Chairman (where appropriate):

Date informed: 8th January 2016 Date approved:

17.0 Declarations of interest (if applicable):

17.1 None

18.0 Executive decision:

18.1 The Executive resolved as follows:

To recommend Council to approve the Workforce Strategy 2016 – 2020.

18.2 Date of Decision:

18th January 2016

19.0 Reason(s) for decision:

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 2010-15 strategy

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.

19.1 Date Decision published:

19th January 2016

20.0 Executive Members present:

20.1 Councillor Blackburn, in the Chair

Councillors Cain, Campbell, Collett, Cross, Jackson, Kirkland, Smith, I Taylor and Mrs Wright

21.0 Call-in:

21.1

22.0 Notes :

22.1