

North Tyneside Council

Report to Cabinet/Council

Date: 9 July 2012

Item 7(b)
Workforce Strategy
and People Plan
2012 -2015

Portfolio(s): Elected Mayor

Cabinet Member(s):
Mrs Linda Arkley

Report from Directorate: Chief Executive's Office

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Wards affected: All

PART 1

1.1 Purpose:

The purpose of this report is to seek Cabinet's approval for the updated Workforce Strategy for the Council for the period of 2012 to 2015.

1.2 Recommendation(s):

It is recommended that Cabinet

(1) Approve the Workforce Strategy and People Plan for the period 2012 – 2015 at Appendix 1 of this report.

1.3 Forward Plan:

This report appears on the Forward Plan for the period 1st June to 30th September 2012.

1.4 Council Plan and Policy Framework

The Workforce Strategy will be cross cutting, providing an enabling support to the delivery of the Council plan and Change, Efficiency and Improvement programme.

1.5 Information:

The purpose of this report is to seek Cabinet's approval on the Council's updated Workforce Strategy and People Plan 2015 - 2015.

1.5.1 Background

1.5.2 The first Workforce Strategy and People Plan 2010 - 2013 was approved in 2010. This set out how the Council would maximise the human resources to look ahead and ensure the right people with the right skills were in the right place to deliver the Council's corporate priorities and objectives over the period of 2010 to 2013. There have been many significant changes within the local government landscape in which the Council is operating since this strategy was approved.

1.5.3 The revised version takes account of the current changes in the local government landscape that will impact on the workforce going forward such as:

- the economic situation
- public service reform agenda
- an increase in demand for services for older people due to an ageing workforce
- pressure for a more diverse workforce to respond to the needs of an increasingly diverse society
- key legislative changes: the Localism Act 2011 including the community right to challenge; the transfer of some public health functions to the Council in April 2013, and the piloting of community based budgets
- increased delivery of services through partnership arrangement.

1.5.4 This Strategy sets out how the Council will respond to national and local changes which will affect the workforce as well as setting out the strategic workforce priorities which will help the council to deliver the Councils Change, Efficiency and Improvement Programme and Council priorities. All of these changes outlined in the Strategy will involve huge workforce challenges and this Strategy aims to address these through a planned and proactive approach.

1.5.5 The two main areas the Strategy focuses on, in relation to the workforce are

1. Planning for the future and maximising resources:

- Support workforce remodelling and commissioning to achieve service improvement
- Move towards a smaller organisation, more of a commissioner of services, working in partnership with others.
- Plan with partners for future workforce requirements.
- Foster an effective Industrial relations framework.
- Enhance employee engagement across the Council.
- Modernise our total reward package to ensure it is fit for purpose and enhances performance.
- Ensure a safe and supportive working environment and a healthy workforce to maximise attendance at work and increase employee wellbeing.
- Manage change effectively, enhancing employee engagement through workforce planning.

2. Building organisational capability and capacity:

- Support the Elected Members and Senior Leadership Team to develop the leadership skills needed to tackle new challenges.
- Foster the development of leadership skills and leadership behaviours at all levels in the Council.

- Anticipate and effectively tackle critical current and future workforce development challenges.
- Maximise organisational productivity and new ways of working, including developing an organisational culture that encourages innovation
- Develop and retain the leaders of today and tomorrow.

1.5.6 The revised Workforce Strategy and People Plan 2012 – 2015 is set out in detail in Appendix 1. extraneous

1.6. Decision options:

The following decision options are available for consideration by Cabinet:

Option 1

Cabinet may approve the Workforce Strategy and People Plan 2012 – 2015 as set out in Appendix 1.

Option 2

Cabinet may not approve the Workforce Strategy and People Plan 2012 – 2015 and refer this back to Officers for further consideration (outlining the specific issues to address).

Option 1 is the recommended option.

1.7. Reasons for recommended option:

Cabinet are recommended to approve the attached Strategy and Plan 2012 – 2015 in order that the Council can proactively address the workforce issues associated with the challenges ahead.

1.8. Appendices:

Appendix 1: Workforce Strategy and People Plan 2012 - 2015.

Appendix 2: Equality Impact Assessment

1.9. Contact officers:

Alison Lazazzera, Strategic HR Manager, Tel. (0191) 643 5043

Louise Robson, Assistant HR Manager (Organisation Development), Tel. (0191) 643 5043

Janice Gillespie, Senior Manager, Corporate Finance, tel. (0191) 643 5701

1.10. Background information:

The Workforce Strategy and People Plan 2010 – 2013.

PART 2 – COMPLIANCE WITH PRINCIPLES OF DECISION MAKING

2.1 Finance and other resources

There are no direct financial implications arising from this report. Indirect implications of the strategy and the actions required for the delivery of the plan are expected to be delivered within existing budget. Any financial implications arising from the delivery of the plan will be reported through the council's financial management process.

2.2 Legal

The Strategy and action plan will ensure any changes affecting the workforce are in line with best practice and relevant employment legislation.

2.3 Consultation/community engagement

2.3.1 Internal Consultation

The Workforce Strategy and People Plan 2012 – 2015 has been finalised in consultation with the Senior Leadership Team. Consultation is ongoing with the Trade Unions and should be finalised by the 9th July 2012.

2.3.2 External Consultation/Engagement

There has been no external consultation/engagement exercise carried out on the Workforce Strategy and People Plan 2012 - 2015.

2.4 Human rights

The proposals in this report support the Council's adherence to Human Rights legislation.

2.5 Equalities and diversity

The proposals in this report support the Council's equality and diversity standards and an equality impact assessment is included (appendix 2).

2.6 Risk management

Any risks identified will be managed through the corporate risk management process.

2.7 Crime and disorder

There are no crime and disorder implications directly arising from this report.

2.8 Environment and sustainability

There are no environmental and sustainability implications directly arising from this report.

PART 3 - SIGN OFF

- Strategic Director(s) N/A
- Mayor/Cabinet Member(s) X
- Chief Finance Officer X
- Monitoring Officer X
- Strategic Manager Policy and Partnership X
- Chief Executive X