

Workforce Strategy update

Purpose

The purpose is to provide an update of the workforce Strategy 2022 – 2032. This item is presented to SPC for information.

Background and context

1. The council's [People Strategy](#) was published in 2017 and covers the period 2017-2027. However, it was agreed that this should be refreshed this year to ensure it reflects Our Identity and aligns with and supports the delivery of the Council's Business Plan.
2. The overall focus of the strategy which is to have "the right people in the right place at the right time with the right skills and capability" has not changed, and feedback from services who have been working to align existing strategies to this approach is that these heading make sense and work well.
3. The final draft of the Workforce Strategy 2022-2032 is now available for review. Please click on [this link](#) to open the document. This will be fully branded and finalised ready for launch in February 2023.

Strategy launch

4. The aim is to launch the refreshed workforce strategy at the February Heads of Service forum, following which each directorate management team will be supported by their HR business partners to develop their own workforce plans and priorities to ensure that specific challenges within each area are addressed, actions identified, leads are nominated and have these within their objectives and impacts are measured.
5. To support the delivery of the workforce strategy and deliver a consistent employee experience across all services, HR&OD are currently developing a "management charter" which focuses on the expectations that the council has of managers at all levels and across all services.

Recommendations

6. N/A item presented for information.