


Non-Executive Report of the: HR Committee 13 th April 2016	 TOWER HAMLETS
Report of: Zena Cooke, Corporate Director Resources	Classification: [Unrestricted or Exempt]
Workforce Strategy	

Originating Officer(s)	Simon Kilbey – Service Head HR&WD
Wards affected	All wards

Summary

The Corporate Management Team (CMT) has agreed a new Workforce Strategy for the council (Appendix 1). This will be monitored by CMT on a quarterly basis and provides a framework from which to develop the workforce, ensuring that all staff has the skills, attributes and behaviours required to deliver effective and efficient services.

Recommendations:

HR Committee is recommended to:-

Note the Workforce Strategy and the activities that will be undertaken in the next five years.

Note that activities contained in the strategy, which fall within the remit of the HR Committee, will be presented to Committee for agreement as part of the development process.

1. REASONS FOR THE DECISIONS

1.1 This is an information report. No decisions are required.

2. ALTERNATIVE OPTIONS

2.1 This is an information report. No decisions are required.

3. DETAILS OF REPORT

- 3.1 The Workforce Strategy covers a 5 year period, from 2016/17 to 2021/22. During this period further budget reductions will be required, continuing to reduce the total workforce and change the way in which people work, alongside the move to a new civic centre, bringing opportunities to change working styles and increase flexibilities. The Workforce Strategy reflects these developments and enables a proactive approach to creating the future workforce.
- 3.2 The Workforce Strategy replaces all other strategies concerning the workforce. Thus, the strategic aims and objectives of the Workforce to Reflect the Community Strategy, the People Strategy (and associated frameworks, such as staff engagement) and the Learning and Development Strategy have been reviewed and combined within the Workforce Strategy.
- 3.3 The strategy was developed following an external review to compare other workforce strategies and best practice activities for organisational development and workforce planning. The LGA provided additional guidance and support in the development of the strategy and offered a 'critical friend' role in reviewing the draft documents.
- 3.4 The narrative of the strategy was agreed at CMT on 24th March. A benchmarking exercise is currently taking place with other boroughs to identify the baseline performance for each measure. This information, alongside the 2015/16 outturn performance data, will be used to identify performance targets for each of the five years of the strategy. Targets for future years will be reviewed as part of the annual review of the Workforce Strategy to ensure that they remain appropriate and achievable.
- 3.5 The strategy will be professionally designed and will be launched between April and September as part of a cohesive approach to improving organisational culture.
- 3.6 The activities listed in the strategy will be developed individually. Where an activity falls within the remit of the HR Committee, for example the review of terms and conditions to ensure consistency with other, modern organisations, a separate report will be presented to HR Committee for decision, as is the usual process.

4. COMMENTS OF THE CHIEF FINANCE OFFICER

- 4.1 This report is for information only. There are no financial implications arising from the recommendations.

5. LEGAL COMMENTS

- 5.1 By virtue of Section 112 of the Local Government Act 1972 the Council shall appoint such officers as it thinks necessary for the proper discharge of its functions.

5.2 It is in line with the Council's best value duty under Section 3 of the Local Government Act 1999 that a Workforce Strategy is established to secure continuous improvement by ensuring all staff has the skills, attributes and behaviours required to exercise functions having regard to a combination of economy, efficiency and effectiveness.

5.3 There are no immediate legal implications arising from this report.

6. ONE TOWER HAMLETS CONSIDERATIONS

6.1 The development of a Workforce Strategy is identified as a strategic objective in the council's Strategic Plan. The strategy enables the transformation of the organisation through its workforce and ensures effective and efficient delivery of council services.

7. BEST VALUE (BV) IMPLICATIONS

7.1 Development of a Workforce Strategy is part of the Organisational Change BV Improvement Plan. An engagement exercise will be undertaken to launch the strategy, which will focus on the organisational culture required to transform the council and how this should be achieved.

8. SUSTAINABLE ACTION FOR A GREENER ENVIRONMENT

8.1 There are no implications.

9. RISK MANAGEMENT IMPLICATIONS

9.1 There are no direct risk management implications arising from this report.

10. CRIME AND DISORDER REDUCTION IMPLICATIONS

10.1 There are no implications.

Linked Reports, Appendices and Background Documents

Linked Report

- NONE.

Appendices

- Appendix 1 – LBTH Workforce Strategy

Local Government Act, 1972 Section 100D (As amended)

List of "Background Papers" used in the preparation of this report

List any background documents not already in the public domain including officer contact information.

- NONE.

Officer contact details for documents:

- Simon Kilbey, Service Head (HR/WD) 020 7364 4922