
ARGYLL AND BUTE COUNCIL

COUNCIL

CUSTOMER SERVICES

26 APRIL 2018

STRATEGIC WORKFORCE PLAN

1.0 EXECUTIVE SUMMARY

1.1 The purpose of this report is to present to members the Council's Strategic Workforce Plan 2018-2022.

1.2 Workforce Planning has been identified by Audit Scotland as a key requirement for inclusion in the Council's framework of strategic plans. The Strategic Workforce Plan, presented here for approval by Council, the Plan aligns with the Council's medium to long term financial strategy and reflects the strategic approach the Council is taking towards Transformation. The Strategic Workforce Plan sets the context for detailed service workforce plans, the priority areas for action and for the work of the Improvement and HR service in aligning training and development needs with the future needs of the Council.

1.3 Recommendations

It is recommended that Council approve the Strategic Workforce Plan.

STRATEGIC WORKFORCE PLAN

2.0 INTRODUCTION

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3.0 RECOMMENDATIONS

3.1 It is recommended that Council approve the Strategic Workforce Plan.

4.0 DETAIL

4.1 The Council has an ambitious Transformation agenda in place and is operating in a climate of financial challenge. The Council's workforce costs account for over 50% of the revenue budget and is therefore a key component of our resources.

4.2 Changes to service delivery and the overall policy framework that we operate within, both locally and nationally driven, have an impact on our services and therefore on our employees and our future workforce needs.

4.3 This plan sets out the strategic direction for the Council's workforce of the future. It complements the People Strategy, identified priorities for action and it sets the context for detailed service workforce delivery plans. It contains analysis of our workforce now and also illustrates the changes over time.

5.0 CONCLUSION

5.1 In conclusion this report sets out a Strategic Workforce Plan for agreement by Council. The Plan supports the Council's medium to long term financial strategy and our Transformation Agenda.

6.0 IMPLICATIONS

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| 6.1 Policy | The Strategic Workforce plan sets the strategic context for the organisation's workforce over the next 5 years. |
| 6.2 Financial | Employee costs are a significant proportion of the Council's revenue budget. |
| 6.3 Legal | None |
| 6.4 HR | The Strategic workforce Plan sets a clear framework for employees to understand the Council's position on future workforce needs. |
| 6.5 Equalities | The Strategic Workforce Plan has been equality impact assessed. |
| 6.6 Risk | The Council is at risk of non-compliance with the principles of Best Value if it does not set out clearly its strategic workforce objectives. A lack of planning for the future workforce presents risks to the Council's ability to meet service demand and respond to change. |
| 6.7 Customer Service | None |

Executive Director of Customer Services – Douglas Hendry

Policy Lead Rory Colville

April 2018

For further information contact: Jane Fowler, Head of Improvement and HR,
01546 604466

APPENDICES

Appendix 1 – Strategic Workforce Plan