

People Strategy and Strategic Workforce Planning Priorities 2024-2028

1.0 EXECUTIVE SUMMARY

This report sets out the Council's updated strategic people objectives for the period to 2028. These have been developed in consultation with department management teams across the Council. The updated people objectives reflect the principles of the Connect for Success operating model set out by the Chief Executive to support delivery of the Corporate plan.

The purpose of this report is to present two documents that outline the Council's strategic people priorities for the period up until 2028. It is recommended that the Policy and Resources Committee approve the People Strategy and note Strategic Workforce Planning Priorities for the period 2024-2028.

People Strategy and Strategic Workforce Planning Priorities 2024-2028

2.0 INTRODUCTION

2.1 This report sets out the Council's updated strategic people objectives for the period up to 2028. These have been developed in consultation with management teams and reflect the principles of Connect for Success. The purpose of this report is to present two documents that outline our strategic people priorities:

- People Strategy (Appendix One)
- Strategic Workforce Planning Priorities (Appendix Two)

3.0 RECOMMENDATIONS

3.1 It is recommended the Policy and Resources Committee approve the People Strategy 2024-2028

3.2 It is recommended the Policy and Resources Committee note the Strategic Workforce Planning Priorities for the period 2024-2028

4.0 DETAIL

4.1 The council's strategic workforce outcomes have been updated to reflect the principles of Connect for Success which is the desired operating model outlined by the Chief Executive to support delivery of the Council priorities as set out in the Corporate Plan.

4.2 The People Strategy states the Council's strategic workforce priorities for the period up to 2028. The strategic workforce planning priorities review workforce

trends and set out the Council's high level assumptions relating to the workforce. These workforce planning assumptions will be reviewed and updated annually. The purpose of these documents is to make sure the Council has a workforce in place that can deliver on our overall corporate and strategic objectives in a way that demonstrates best value.

- 4.3 In the interest of rationalising the number of strategic plans, it is proposed a single annual delivery plan will be agreed which will include actions to deliver on the People Strategy and any specific actions arising from our annual review of Strategic Workforce Planning assumptions.
- 4.4 Policy and Resources Committee are asked to consider the documents in Appendices One and Two and approve the Council's People Strategy 2024-2028.

5.0 CONCLUSION

- 5.1 In conclusion this report outlines the council's updated People Strategy and Strategic Workforce planning priorities and proposes a single annual plan is developed to support delivery of these.

6.0 IMPLICATIONS

- 6.1 Policy: These documents provide an updated People Strategy and Strategic Workforce Plan
- 6.2 Financial: None. Budget to support delivery of the People Strategy will come from existing revenue budget.
- 6.3 Legal: The council must comply with relevant employment law
- 6.4 HR None specifically from these documents
- 6.5 Fairer Scotland Duty:

An Equalities and Socio Economic Impact Assessment has been commenced and the working draft is attached to this paper (Appendix three). This will continue to be updated and completed on presentation of the final delivery plan. Specific assessments may be completed for various individual projects or proposals arising from the plan where appropriate.

- 6.5.1 Equalities - protected characteristics. As above
- 6.5.2 Socio-economic Duty. As above
- 6.5.3 Islands. As above

- 6.6 Climate Change: The hybrid and flexible working approach adopted by the Council is reducing travel and contributing in the Council's overall carbon reduction.
- 6.7 Risk: These documents support the management of workforce risk
- 6.8 Customer Service: The underlying principle of the People Strategy is that in creating the right conditions for our employees, the result for customers and service users will be improved quality of service.

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09/01/2024

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APPENDICES

Appendix One: People Strategy 2024-2028

Appendix Two: Strategic Workforce Planning Priorities 2024-2028

Appendix Three: Equalities and Socio Economic Impact Assessment