

COUNCIL 27th September 2023

Cabinet 7th August 2023

41 ADOPTION OF THE WORKFORCE STRATEGY AND DELIVERY PLAN

Councillor Dacre, Cabinet Member with responsibility for Resources presented a written report of the Interim Head of Human Resources and Organisational Development which outlined the Workforce Strategy and Delivery Plan and to consider whether the Council would support its adoption and implementation. As the Council reset and refocused, it needed to ensure the approach fully reflected the challenging times ahead regarding flexibility of staff and the increasing difficulties there was in recruiting and selecting people within the public sector. The Workforce Strategy would ensure the Council was fully prepared for the next 5-10 years to ensure its workforce was able to deliver the Council's Vision and priorities. There was a need to build strong leadership and management capacity supported by a flexible, agile, and motivated workforce that was able to respond quickly to the changing nature of public sector, local Place based challenges and staffing shortages in certain professions.

Our Vision for Calderdale in 2024 was to be a place where you could realise your potential whoever you were, whether your voice had been heard or unheard in the past. A place where talent and enterprise could thrive. A place defined by our innate kindness and resilience, how people cared for each other, were able to recover from setbacks, were full of hope. Calderdale would stand out, be known, and be distinctive. A great place to visit, but most importantly, a place to live a larger life.

This Workforce Strategy sets out the aspirations for the workforce over the next five to ten years to deliver the Council's priorities and to demonstrate its values and commitment to equity, justice, and kindness. It recognised that whilst we needed to take some actions in the short term, the workforce challenges we faced could only be addressed by a medium and long-term vision with clear strategic intent. The Delivery Plan underpinned the Workforce Strategy with a prioritised programme of actions to meet challenges around workforce planning, recruitment and retention, review of pay and benefits/reward and employee engagement, equity and improve employee relations.

The report outlined background information, options considered, financial, legal, human resources and organisational development, environmental, health and economic implications.

***RESOLVED that it be recommended to Council that the Workforce Strategy and Delivery Plan be adopted.**