

Agenda Item

Executive Board

4 June 2008

KJ/DP



Organisational and Workforce Development Strategy

Summary

The Organisational and Workforce Development Strategy exists to support and enable the Council's Corporate Strategy. Its aim is to develop an integrated approach to the achievement of our seven priorities.

Recommendation

That the Executive Board agrees the updated Organisational and Workforce Development Strategy.

a) Reasons for Recommendation

To ensure that the Organisational and Workforce Development Strategy is updated annually to reflect changes in the Council activities and workforce profile.

b) Alternative Options

Not to accept this updated strategy.

c) Risk Considerations

Without this strategy, the organisation could lose focus on organisational and people issues which would affect our ability to achieve the Council priorities.

d) Policy and Budgetary Considerations

None

e) Date for Review of Decision

Annually

1 Main Body of the Report

The goal of Organisational Development is to enable organisations to enhance their effectiveness; to continually mature in response to changes in the external environment; to improve business performance through positive changes to people management, skills development, communication, systems and structures.

1.2 The Organisational Development Strategy has been combined with the Workforce Development Strategy to produce this one document. It is based around the Local Government Workforce Strategy 2007 which retains five strategic priorities from the predecessor strategy but the focus is now revised.

The five priority areas are:

Organisational development – effectively building workforce support for new structures and new ways of working to deliver citizen-focused and efficient services, in partnership

Leadership development – building visionary and ambitious leadership which makes the best use of both the political and managerial role, operation in a partnership context

Skill development - with partners, developing employees' skills and knowledge, in an innovative, high performance, multi agency context

Recruitment and retention – with partners, taking action to address key future occupational skill shortages; promote jobs and careers; identify, develop and motivate talent and address diversity issues

Pay and rewards – modernising pay systems to reflect new structures, new priorities and new ways of working to reinforce high performance, including encouraging a total rewards approach. (This means creating a whole package of reward which is attractive and made up of financial as well as non financial rewards such as well being initiatives).

1.3 Appendix Two outlines the actions which have been identified around these five priorities.

Legal Implications

As the Strategy notes, its implementation will be subject to compliance with employment and other related legislation.

Financial Implications

Any remuneration proposals must be considered within the current budgetary constraints.

Consultation on Reports to the Executive

Karen Jenkins

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Executive Board

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