

Agenda Item

Executive Board

12 April 2006

KJ



Workforce Plan

Summary

Workforce planning is an integral part of our business planning and performance management approach. This workforce plan is designed to meet the requirements of the Office of the Deputy Prime Minister's Pay and Workforce Strategy.

Recommendation

That the Executive Board agree the Workforce Plan.

a) Reasons for Recommendation

In order that East Devon District Council can ensure that it has a workforce plan which underpins its business planning process.

b) Alternative Options

Not to approve.

c) Risk Considerations

None

d) Policy and Budgetary Considerations

The workforce plan is designed to work with the Organisational Development Strategy which has previously been agreed.

e) Date for Review of Decision

The workforce plan will be annually updated and reviewed by the Head of Organisational Development.

1 Main Body of the Report

To serve the people of East Devon as well as possible, we need the right people, with the right skills at the right time. The development and annual review of the workforce plan is designed to enable to Council to focus on the medium and long term and to ensure there is a clear link between our business and people plans.

The attached contains:

- 1) the workforce plan for East Devon District Council taking into account demographic information, business priorities, the labour market and current skills and capacity.
- 2) summaries of the workforce planning sessions which formed part of the Service Planning Days

3) an action plan

Legal Implications

There are no legal issues requiring comment.

Financial Implications

Any action requiring additional funding will require specific budget approval and it is assumed this will come forward in future budget requests to the Executive Board.

Karen Jenkins
Head of Organisational Development

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