

TEWKESBURY BOROUGH COUNCIL

Report to:	Overview and Scrutiny Committee
Date of Meeting:	11 July 2023
Subject:	Annual Workforce Development Strategy Review
Report of:	Senior HR and OD Advisor
Head of Service/Director:	Director: Corporate Resources
Lead Member:	Lead Member for Organisational Development
Number of Appendices:	Three

Executive Summary:

In 2019, the Council approved a five year Workforce Development Strategy (2019 – 2024). This report covers the progress made in the year 2022/23, actions planned for the year 2023/24 (Appendix 1) and key performance outturn for 2022/23 (Appendix 2). The last report was in July 2022.

Recommendation:

To CONSIDER the progress made against delivery of the Workforce Development Strategy.

Financial Implications:

None directly arising from this report.

Legal Implications:

None directly arising from this report.

Environmental and Sustainability Implications:

None directly arising from this report.

Resource Implications (including impact on equalities):

None, other than Officer time to implement the action plan.

Safeguarding Implications:

None directly arising from this report.

Impact on the Customer:

None directly arising from this report.

1.0 INTRODUCTION

1.1 In 2019, the Council approved a five year Workforce Development Strategy for 2019 – 24. This report set out the programme for improvement and development of Workforce, HR & OD across the Council. The report was split into 5 key themes:

- Releasing Productivity
- Commercialisation
- Digital Transformation
- Workforce Resilience
- Being a Great Place to Work

Each of these had a number of sub-themes and the strategy also set out a number of key performance measures to assess the Council's progress and success. This report provides an assurance that the actions within the strategy are being progressed.

2.0 IMPACT OF COVID-19

2.1 As with all aspects of the Council, the progress against plans has been impacted by the COVID-19 pandemic. The HR & OD team has been required to respond to unforeseen needs, particularly around policy changes, remote working, wellbeing and training. Additionally, actions which depended on other teams, such as the HR self-service platform, have been impacted by COVID demands on other teams.

3.0 PROGRESS TO DATE

3.1 An update on the progress made against the 2022/23 actions, and the proposed actions for 2023/24 is set out at Appendix 1. The main points to note are as follows:

- Developed employer brand, attraction and onboarding, resulting in an increased number of candidates per advertised role (8.5 per role) in a challenging market, and reduced time from advert to contract to 49.8 days from 52.5 days. We expect this time to reduce further for 2022/23 as the 2021/22 data includes quarter one on the old paper-based recruitment process.
- Developed systems to allow the Council to report on equalities data in terms of current staff and candidates which was previously unreportable and puts us ahead of many other Councils.
- Workforce budgets remained under control and were slightly underspent (3.9% variance).
- The team has also been responsive to the needs of the Council and its employees during the COVID-19 crisis with the development and adjustment of policies, new training and new welfare support alongside the normal workload of the team.
- The work of the team and the Council in respect of wellbeing has been recognised in an excellent report and formal accreditation from Gloucestershire Healthy Workplaces (Appendix 3)
- The gender pay gap has reduced again to 5%, which is positive against national averages.

4.0 CONSULTATION

4.1 The Workforce Development Strategy is an organisational strategy and was developed with full engagement from the management cohort. The strategy was also considered by the Overview and Scrutiny Committee prior to approval by Executive Committee.

5.0 ASSOCIATED RISKS

5.1 None

6.0 MONITORING

6.1 Monitoring will include a regular review of HR statistics against national landscape, ongoing reporting to ONS and COG/Leadership Team and developing data solutions for key HR processes. Progress in delivering the action plan will be reported to the Overview and Scrutiny Committee on an annual basis.

7.0 RELEVANT COUNCIL PLAN PRIORITIES/COUNCIL POLICIES/STRATEGIES

7.1 Council Plan (2020-24)
Medium Term Financial Strategy
Digital and ICT strategies

Background Papers: None

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Appendices: Appendix 1 – Progress against 2022/23 Actions and Proposed Actions for 2023/24
Appendix 2 – 2022/23 Key Performance Measures Outturn
Appendix 3 – Gloucestershire Healthy Workplaces Award Report