

**ANGUS COUNCIL**

**POLICY & RESOURCES COMMITTEE – 1 SEPTEMBER 2015**

**WORKFORCE STRATEGY (2015 – 2018)**

**REPORT BY SHARON FAULKNER, HEAD OF HR, IT & ORGANISATIONAL  
DEVELOPMENT**

**ABSTRACT**

This report seeks approval of the Workforce Strategy (2015 – 2018) for Angus Council.

**1. RECOMMENDATION**

It is recommended that the Policy and Resources Committee approves the Draft Workforce Strategy attached as Appendix 1.

**2. ALIGNMENT TO THE ANGUS COMMUNITY PLAN/ SINGLE OUTCOME AGREEMENT/ COUNCIL PLAN**

This report contributes to the achievement of the following local outcome(s) contained within the Angus Community Plan and Single Outcome Agreement 2013-2016.

Through our workforce strategy we will create and maintain a workforce which is led and managed effectively, is the right size and shape, is committed and motivated and has the skills, knowledge and tools it needs.

**3. BACKGROUND**

- 3.1 Angus Council has undergone a period of considerable change over the last few years and the transformation journey will continue.
- 3.2 There are a number of key drivers for change that will require us to engage our employees and develop the skills, knowledge, attitudes and behaviours we need in our workforce for the future.
- 3.3 Our Workforce Strategy contains key elements and priorities to help us respond to the changing needs of our citizens, partners and customers and achieve our vision for our workforce.
- 3.4 The actions required in terms of the strategy will be built into Directorate Improvement and Operational plans and will be phased over the period 2015 to 2018.

#### **4. FINANCIAL IMPLICATIONS**

- 4.1 There are no financial implications associated with this report.

#### **5. CONSULTATION**

- 5.1 The Strategic Director – Resources, Head of Corporate Improvement and Finance and Head of Legal and Democratic Services have been consulted on the terms of this report.
- 5.2 Consultation in relation to the Workforce Strategy has been undertaken with the HR Policy Sounding Board, the Executive Management Team and Trade Unions.

**NOTE:** No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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