

P & R COMMITTEE INFORMATION REPORT SCHEDULE – 2 FEBRUARY 2016

WORKFORCE STRATEGY ACTION PLAN

The Council's Workforce Strategy was agreed by the Policy and Resources Committee on 1 September 2015.

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. These are described below:

- **Workforce profiling & planning** – *preparing for and adapting to future changes in the way we deliver services*
- **Employee & trade union engagement** – *listening to and working with our greatest asset*
- **Leadership & management development** – *delivering the Council's vision*
- **Developing our workforce** – *developing our greatest asset*
- **Recruitment & retention** – *recruiting and retaining our greatest asset*
- **Reward & recognition** – *recognising and valuing contributions and achievement*
- **Safety, health and well-being** – *a safe and healthy place to work*
- **Implementation, monitoring & review** – *delivering on our strategy*

A Workforce Strategy Action Plan in relation to the above key elements of the strategy has been developed which sets out the key actions, responsible services/officers and target dates for completion where applicable. The Action Plan as with the Workforce Strategy is a living document and will be regularly monitored and reviewed as necessary in line with the Council's priorities.