

Report of the Corporate Director of Resources

Developing a new Workforce Strategy

RECOMMENDATIONS

- 1.1 To note the progress being made towards developing a new Workforce Strategy.
- 1.2 To agree to consider a draft Workforce Strategy for adoption at a future meeting.

SUPPORTING INFORMATION

- 2.1 The Council's existing People Strategy and its delivery plan, the Workforce Development Plan 2007/10 were launched in 2007. The Strategy needs refreshing in the light of subsequent developments and the significantly changed economic situation. The delivery plan is nearing the end of its lifespan.
- 2.2 We plan to produce a new Workforce Strategy 2010/13 to be effective from April 2010. This will be accompanied by a one-year delivery plan. Further delivery plans will be issued for April 2011 and April 2012.
- 2.3 Early work has started, in the form of consultation interviews with key stakeholders, including Councillors Carr and Rawson, The Chief Executive, Chief Officers and senior HR Officers.
- 2.4 The consultation exercise will shape the new priorities, but in essence any workforce strategy seeks to achieve the best fit between the business needs, the available resources and the workforce, in terms of the right number of people, in the right places, with the right skills and motivation.

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Background papers: None
List of appendices: Appendix 1 Implications

IMPLICATIONS

Financial

1. The costs of producing the new strategy and plan will be met from existing HR budgets

Legal

2. None.

Human Resources

3. The strategy will inform the development and deployment of Human Resources across the Council.

Equalities Impact

4. The strategy will play a part in making sure that our workforce properly represents the diverse make-up of Derby

Corporate Priorities

5. Developing and deploying the workforce as effectively as possible will contribute to 'Giving you excellent services and value for money.'