

**Cabinet**  
**29.04.24**

**WORKFORCE STRATEGY 2024 - 2029**

**Purpose:** Our Workforce Strategy describes how we plan to develop our current and future workforce to ensure they have the right skills, environment, and values to deliver our Corporate Strategy.

**Recommendations / key decisions required:**

That Cabinet endorses the Workforce Strategy 2024 - 2029

**Reasons:**

The review and development and implementation of a Workforce Strategy has been identified as a priority within our Transformation Strategy.

Cabinet Decision Required	Yes
Council Decision Required	No

CABINET MEMBER PORTFOLIO HOLDER: Councillor P Hughes, Organisation and Workforce

Directorate: Chief Executive	Designations:	Tel: 01267 246123
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# Cabinet EXECUTIVE SUMMARY

## Workforce Strategy 2024 - 2029

This Workforce Strategy identifies the 5 Workforce Strategic Objectives (WSO) that set how we plan to develop our current and future workforce to ensure they have the right skills, environment, and values to deliver our Corporate Strategy.

WSO 1: Attract, Recruit, and Retain Talent

WSO 2: Grow Outstanding Leaders and Managers

WSO 3: Improve Workforce Engagement

WSO 4: Develop a High Performance, Innovative, and Achievement Culture

WSO 5: Develop and Maintain a Safe and Healthy Workplace

A 3-month consultation exercise was undertaken, which included consulting with all Directors and Heads of Service as well as a number of senior managers and CERF. Feedback from this process has been used to inform the new Strategy.

Sitting alongside this strategy is a comprehensive 5-year delivery plan, which will be reviewed on an ongoing basis.

In terms of measuring success, a performance management framework is in the process of being developed. This will be used to monitor progress and will underpin a new Workforce Performance Management data suite / dashboard.

**DETAILED REPORT ATTACHED?**

**Yes**

# IMPLICATIONS

## ALL IMPLICATIONS REQUIRE SIGN OFF BY THE DIRECTOR OR HEAD OF SERVICE

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: Signed: Paul R Thomas, Assistant Chief Executive (People Management)

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets	Bio-diversity & Climate Change
<b>YES</b>	<b>NONE</b>	<b>NONE</b>	<b>YES</b>	<b>NONE</b>	<b>YES</b>	<b>NONE</b>	<b>NONE</b>

### 1. Policy, Crime & Disorder and Equalities

The Strategy has been aligned to support the delivery of our new Corporate Strategy and Transformation Strategy and takes account of our Digital Transformation Strategy.

### 2. ICT

Introduction of a new Learning Management System to support staff development will help to promote the Digital Transformation Strategy vision of a “digitally enabled Carmarthenshire”

The implementation of the new recruitment system will improve recruitment performance and support the development of a recruitment strategy.

### 3. Staffing Implications

The Workforce Strategy provides us with the footprint to deliver a more people focussed organisation that affects all our staff.

# CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below:

Signed: Paul R Thomas, Assistant Chief Executive (People Management)

<b>1. Scrutiny Committee request for pre-determination</b>	N/A
<b>Scrutiny Committee</b>	
<b>Date the report was considered:-</b>	
<b>Scrutiny Committee Outcome/Recommendations:-</b>	

**2. Local Member(s)**

N/A

**3. Community / Town Council**

N/A

**4. Relevant Partners**

N/A

**5. Staff Side Representatives and other Organisations**

CERF was consulted as part of the wider consultation process.

<b>CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED</b>	<b>Include any observations here</b>
Yes	

**Section 100D Local Government Act, 1972 – Access to Information**  
**List of Background Papers used in the preparation of this report:**  
  
**THERE ARE NONE**

Title of Document	File Ref No.	Locations that the papers are available for public inspection

