

Governance and Audit Committee

17 March 2023

AUDIT WALES REPORT: SPRINGING FORWARD – WORKFORCE MANAGEMENT CARMARTHENSHIRE COUNTY COUNCIL

Recommendations / key decisions required:

1. To note the findings and recommendations of the Audit Wales local report.
2. To note the Carmarthenshire County Council response to the recommendations of the local report relevant to the Council.

Reasons:

We have a duty to consider regulatory report recommendations and Proposals for Improvement.

Relevant scrutiny committee to be consulted

- The report will be presented to Governance & Audit Committee (as part of Audit Wales requirements).

Cabinet Decision Required: NO

Council Decision Required: NO

CABINET MEMBER PORTFOLIO HOLDER:-

Cllr. Philip Hughes, Cabinet Member for Organisation and Workforce

Chief Executive's Department

Designations:

Tel:

Name of Head of Service:

Paul Thomas

Assistant Chief Executive
(People Management)

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EXECUTIVE SUMMARY

Governance and Audit Committee

17 March 2023

Audit Wales Report: Springing Forward – Workforce Management Carmarthenshire County Council

Purpose

Audit Wales reviewed the Council's arrangements for managing its workforce. It looked at how the Council strategically plans for its workforce, how it monitors the use of its workforce and how it reviews and evaluates the effectiveness of its arrangements.

It undertook the same project in all other Welsh Councils.

The review had three main aims:

- to gain assurance that councils are putting in place arrangements to transform, adapt and maintain the delivery of services;
- to explain the actions that councils are taking both individually and collectively to strengthen their arrangements; and
- to inspire councils and other organisations to further strengthen their arrangements through capturing and sharing notable practice examples and learning and making appropriate recommendations.

In summary the report found:

- The Council is improving the strategic planning for its workforce and is taking action to address staff capacity issues in key service areas but recognises that performance monitoring of workforce management needs strengthening
- The Council is taking action to improve strategic workforce planning but needs a greater focus on its workforce requirements over the longer-term
- The Council is working to address strategic risks it has identified in relation to workforce capacity, and to strengthen its staff engagement arrangements
- The Council recognises that its corporate arrangements for monitoring performance in relation to its workforce need improving

Recommendations

R1 Workforce Management - The Council should strengthen the application of the sustainable development principle to improve the way it plans, delivers, and monitors the management of its workforce.

R2 Performance Management - The Council needs to strengthen the performance management of its workforce by: developing a set of performance and outcome measures that reflect the Council's ambitions for its workforce, and monitor these measures at a corporate level, including reporting to overview and scrutiny committee(s); and benchmarking performance on workforce management with other organisations.

DETAILED REPORT ATTACHED?

YES:

1. Audit Wales Report
2. Carmarthenshire Action Plan response

IMPLICATIONS

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: Paul Thomas, Assistant Chief Executive (People Management)

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	NONE	NONE	NONE	NONE	NONE	NONE

1. Policy, Crime & Disorder and Equalities

Corporate Strategy

The report's recommendations support the Corporate Strategy and our Well-being Objectives.

Regulatory Reports

- All regulatory report recommendations are entered onto the Council's performance monitoring system (PIMS) and any reasons for discounting recommendations should be explained and recorded. Progress against recommendations is monitored and reported.
- All regulatory reports will now be considered by Corporate Management Team, Cabinet, Governance and Audit Committee and where appropriate relevant scrutiny committees.

Governance and Audit Committee

- The role of the Governance and Audit Committee is to review and assess the risk management, internal control, performance management and corporate governance arrangements of the Council, it is expected that the council's Governance and Audit Committee formally consider all reports of external review bodies – principally; Audit Wales, Estyn and the Care Inspectorate Wales (CIW).
- As well as actively considering reports, committees are expected to assure themselves that there are arrangements in place to monitor and evaluate progress against any recommendations contained in them. The focus here should be on holding executives and officers to account to ensure that reports and recommendations have been acted upon.

Scrutiny

- Some reports may also be relevant for consideration by scrutiny committees.
- Constitution- Scrutiny-Terms of Reference-item 6
To monitor progress in the undertaking of WA reviews including the recommendation of future service options/performance targets to Cabinet/Council and the monitoring of subsequent action plans.

CONSULTATIONS

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

Signed:

Paul Thomas, Assistant Chief Executive (People Management)

1. Local Member(s) – N/A
2. Community / Town Council – N/A
3. Relevant Partners

CABINET MEMBER PORTFOLIO
HOLDER(S) AWARE / CONSULTED?
YES

Cllr. Philip Hughes

**Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:**

THESE ARE DETAILED BELOW

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Carmarthenshire County Council – Springing Forward – Workforce Management		Audit Wales