

Council Response Form

**Council action planned in response to the recommendations issued by Audit Wales**

**Council:** Carmarthenshire County Council

**Report title:** Springing Forward – Workforce Management

**Issue date:** August 2022

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Ref	Recommendation	Council action planned in response to the recommendation issued by Audit Wales	Target date for completion of actions	Responsible officer
R1	<p><b>Workforce management</b></p> <p>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.</p>	<ul style="list-style-type: none"> <li>A new Transformation Strategy has been developed which will be monitored by the Transformation Board chaired by the Chief Executive. The five ways of working have been considered in developing the strategy.</li> <li>Develop a revised Workforce Strategy monitored by the</li> </ul>	<p>Complete</p> <p>January 2023</p>	<p>Paul Thomas</p> <p>Paul Thomas</p>

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		Transformation Board chaired by the Chief Executive. The sustainable development principle will be embedded and five ways of working considered in developing the strategy.		
R2	<p><b>Performance management</b></p> <p>The Council needs to strengthen the performance management of its workforce by:</p> <ul style="list-style-type: none"> <li>• 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</li> <li>• benchmarking performance on workforce management with other organisations.</li> </ul>	A key feature of the revised Workforce Strategy will also be the development of a comprehensive Workforce Data Framework and ongoing monitoring and review mechanisms at a corporate level. This will be monitored by the Transformation Board chaired by the Chief Executive	June 2023	Paul Thomas