

# **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

## **PERSONNEL COMMITTEE**

**2<sup>ND</sup> SEPTEMBER 2024**

### **REPORT OF THE HEAD OF PEOPLE & ORGANISATIONAL DEVELOPMENT – SHEENAGH REES**

#### **Matter for information**

**Wards Affected: All wards**

#### **APSE AWARDS – Best Workforce Initiative**

#### **Purpose of Report**

The purpose of this report is to inform members that the council has been shortlisted for the final of the Association for Public Sector Excellence (APSE) Awards 2024 in the Best Workforce Initiative category.

#### **Executive Summary:**

The council has been shortlisted for the final of the APSE Awards, in the Best Workforce Initiative category. The submission focused on the Future of Work Strategic workforce plan. The awards presentation takes place in September 2024.

#### **Background:**

The Association for Public Service Excellence (APSE) is owned by its members and, working on their behalf, maintains and develops a network of local government officers, managers and councillors from local authorities across England, Northern Ireland, Scotland and Wales. Working on a not-for-profit basis, APSE is dedicated to promoting excellence in the delivery of frontline services to local communities around the UK. Through the extensive APSE network, more than 300 local authorities and organisations are able to share information and expertise on vital frontline services, ask for advice and innovative solutions, and develop new, viable ways forward in an effort to help one another.

As part of this commitment to excellence the annual awards are designed to recognise excellence in public sector service delivery. This year the awards presentation will be held in Bristol on 12<sup>th</sup> September 2024.

### **Best workforce initiative**

The submission to the APSE awards is summarised as follows:

Our Future of Work Strategy builds on the council ambition that Neath Port Talbot residents will live good lives; it delivers a holistic strategic approach for our workforce focussing on fair working practices and ensuring that every person in our workforce can realise their career aspiration. Our approach places employee voice at the heart of what we do. In 2022 we became the first CIPD People Development Partner in Wales, demonstrating our commitment to better work and working lives.

Our strategy sets out 7 clear priorities that ensure we can attract and retain the right people into our workforce, through an employment offer, reward and recognition strategies, career development pathways and a talent management strategy that make people enthusiastic about working for us. Our equality, diversity and inclusivity offer links to this – we want our workplaces to be places that are welcoming to everyone. And importantly, we have placed good leadership as a key strand of our strategy – developing confident, capable and compassionate leaders to lead Team NPT.

As well as submitting a copy of the strategy, APSE were also provided with information on the activity that has been undertaken to deliver the strategy, as well as data and metrics in relation to the impact of that activity.

We are delighted to have been shortlisted for the final. APSE themselves have said: “these awards are extremely competitive with only the very best submissions having been shortlisted in each category and you are to be commended for reaching the finals of the 2024 awards”.

We are the only welsh council shortlisted in this category; the list of finalists is as follows:

- Highland Council
- Kirklees Council
- Neath Port Talbot Council
- ODS (Oxford Direct Services)
- Ringway / Gloucestershire County Council
- South Tyneside Council
- Wigan Council

As well as being shortlisted for best workforce initiative the council has also been shortlisted in the Best Service Team: Soft Facilities Management category for the School Catering Service, and excitingly, for Best Council of the year.

### **Financial Impacts:**

There are no financial impacts associated with this report.

### **Integrated impact assessment:**

There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring / information purposes.

### **Valleys Communities Impacts:**

No implications

### **Workforce Impacts:**

Being shortlisted for this award recognises the council's strategic approach to workforce planning.

### **Legal Impacts:**

No implications.

### **Risk Management Impacts:**

No implications.

**Consultation:**

There is no requirement under the Constitution for external consultation on this item.

**Recommendations:**

It is recommended that:

Members note the information provided in relation to the APSE awards and receive an update following the awards presentation on 12<sup>th</sup> September 2024.

**FOR INFORMATION****Officer contact**

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