

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

2ND DECEMBER 2019

REPORT OF THE HEAD OF HUMAN RESOURCES – S.REES

Matter for Decision

WARD(S) AFFECTED: All

Workforce Plan Action Plan Update

1. Purpose of Report

To report progress against the action plan set out in the Council's Workforce Plan 2018 - 2022.

2. Background information

The Personnel Committee approved the Council's Workforce Plan 2018 – 2022 in June 2018.

The Workforce Plan seeks to identify the key challenges and priorities for our employees over the 5 year period, as set out in the Corporate Plan objectives and priorities, the Medium Term Financial Plan, the Asset Management Plan and the Corporate Risk Register. The action plan seeks to address these challenges, and to ensure that the Council has the right number of people, with the right skills and attitudes, in the right place, at the right time, and in order to deliver its services and functions.

3. The Workforce Plan

The workforce plan was developed by analysing the workforce and key workforce trends and identifying the priorities for the workforce set out in the Corporate Plan, Financial Plan, Asset Management Plan and the Corporate Risk Register.

This led to the development of five key Workforce themes:

Workforce Theme One

Working in Partnership to Re-shape Our Services

Workforce Theme Two

Managing Performance and Building Capacity

Workforce Theme Three

Leadership, Succession Planning and Developing Future Skills

Workforce Theme Four

The Engagement, Well-Being and Safety of our Workforce

Workforce Theme Five

Promoting Equality and Embracing Diversity

The action plan sets out how the Council will seek to implement this Workforce Plan, and how we can demonstrate progress.

4. Implementation, Monitoring and Review

The action plan has been reviewed to ensure that the actions remain relevant and fit for purpose. The reviewed action plan is attached at Appendix 1, and sets out what progress has been made to deliver the action plan since June 2018, and what work remains to be done.

Members will note that much has been achieved, notably, joint working with Time to Change Wales to support our employees well-being and mental health, as well as our partnership with Chwarae Teg and the achievement of a Silver Award for Gender Diversity. A number of activities have taken place to support succession planning and leadership development, as well as equipping our managers to deliver successful digital change – again this was as a result of partnership working with SOCITM, the Society of IT Managers. Our trade unions

have supported our workforce initiatives, particularly through the Union Learning network.

There are few actions set out in the workforce plan that are completed – the plan is ambitious and is designed to be delivered over a five year period. However progress was made in 2019, and has laid good foundations against each of the 5 workforce themes.

5. Consultation

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

6. Equality Impact Assessment

The Workforce Plan specifically aims to support the requirement of the Equality Act 2010, for public bodies to “pay due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it: and
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.”

7. Financial Appraisal

The Workforce Plan supports the implementation of the Council’s Financial Planning, referencing the impact of the Council’s reducing budget on the Council’s workforce and how we deliver services, and importantly what this means for the workforce of the future.

8. Recommendation

That Members note the Workforce Plan Update as set out in Appendix 1.

FOR INFORMATION

8. Officer contact

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9. Appendices

Appendix 1 – The Workforce Plan Action Plan Update