

## Organisational response

**Report title:** Neath Port-Talbot County Borough Council – Strategic Workforce Management

**Completion date:** TBC

**Document reference:** TBC

| Ref | Recommendation  | Organisational response<br>Please set out here relevant commentary on the planned actions in response to the recommendations   | Completion date<br>Please set out by when the planned actions will be complete | Responsible officer (title)                                   |
|-----|---|--|--|---|
| R1  | <p><b>Workforce planning and delivery</b></p> <ul style="list-style-type: none"> <li>To ensure there are progression pathways for staff and there is resilience around its business-critical roles, the Council should ensure all services have succession plans and have identified their business-critical roles.</li> </ul>  | <p><b>The council accepts this recommendation, as good practice in workforce planning. The Strategic Workforce Plan Delivery Plan for 24 / 25 will include actions to further embed succession planning and the identification of business critical roles across the council. The approval of funding to support the establishment of a Talent Management Resource in the HR Team will support these actions.</b></p>                  | <p><b>31<sup>st</sup> March 2025</b></p>                                       | <p><b>Head of People &amp; Organisational Development</b></p> |
| R2  | <p><b>Workforce governance and monitoring</b></p> <ul style="list-style-type: none"> <li>To have a better understanding of the impact of its workforce strategy the Council should develop measures that focus on outcomes and impacts in addition to inputs.</li> <li>The Council should build on its benchmarking with the Chartered Institute of Personnel and Development and consider where there may be opportunities to benchmark its measures and metrics with its peers to ensure it can identify areas of good practice and potential areas for improvement.</li> <li>To enable the Council to have a clearer understanding of the progress it is making towards meeting its workforce ambitions the Council should assure itself that the</li> </ul> | <p><b>The Council accepts these recommendations. The Strategic Workforce Plan Delivery Plan for 24 / 25 will include actions in relation to the development of measures and metrics and further opportunities to benchmark these measures and metrics. The recent establishment of a HR Data and People Analytics Team within the HR service and the development of data analytics capacity within the team will support this.</b></p> | <p><b>31<sup>st</sup> March 2025</b></p>                                       | <p><b>Head of People &amp; Organisational Development</b></p> |

Organisational Delivery Board is providing effective oversight and driving integration across related programmes of work

**The Director of Strategy and Corporate Services will re-establish the Organisational Development Delivery Board and ensure effective oversight and integration across the enabling change programmes.**

**31<sup>st</sup> March 2024**

**Director of Strategy and Corporate Services**