

RECORD OF EXECUTIVE DECISION

Tuesday, 20 September 2016

Decision No: (CAB 16/17 17633)

DECISION-MAKER:	CABINET
PORTFOLIO AREA:	LEADER OF THE COUNCIL
SUBJECT:	SOUTHAMPTON CITY COUNCIL WORKFORCE STRATEGY 2016
AUTHOR:	Janet King

THE DECISION

- (i) To recommend to Council to approve the proposed Workforce Strategy and draft Action Plan (attached at Appendix 1).
- (ii) To recommend Council delegate authority to the Chief Strategy Officer, following consultation with the Leader, Chief Executive, Chief Operating Officer and the HR Strategy Managers to finalise the Strategy and Action Plans and take necessary action for implementation. This will include the Children and Adult Social Care Workforce Development Plan, following consultation with the relevant Cabinet Members and Service Directors.

REASONS FOR THE DECISION

1. Staff are the Council's greatest and most valuable resource to deliver successful transformation and be a sustainable organisation. It is through people that we realise our ambitions as a Council and a city. We need have a clear, strategic approach so that we can understand and respond to internal and external context as it changes and before it changes. It will help us to make the right decisions and prioritise actions and resources going forward. It will also enable the Council to maximise its people resources when developing and delivering its approach to outcomes based budgeting and planning.
2. The Council does not have a Workforce Strategy covering the whole organisation. This Strategy provides an overview of what is required for the Council to develop its current and future workforce reflecting the agreed operating model and the transformation programme. It will enable us to have a workforce with the right skills, competencies and behaviours to deliver services and manage the businesses of the future and take the necessary actions.

DETAILS OF ANY ALTERNATIVE OPTIONS

The option of waiting till the current changes in the organisation are implemented was considered and rejected. This is because the Council needs to agree a strategic framework within which it can move forward to develop the right workface for the new operating model. The option to not produce a Workforce Strategy is not recommended due to the need for a clear framework for our staff and other stakeholders.

OTHER RELEVANT MATTERS CONCERNING THE DECISION

None.

CONFLICTS OF INTEREST

None.

CONFIRMED AS A TRUE RECORD

We certify that the decision this document records was made in accordance with the Local Authorities (Executive Arrangements) (Access to Information) (England) Regulations 2000 and is a true and accurate record of that decision.

Date:
20 September 2016

Decision Maker:
The Cabinet

Proper Officer:
Pat Wood

SCRUTINY

Note: This decision will come in to force at the expiry of 5 working days from the date of publication subject to any review under the Council's Scrutiny "Call-In" provisions.

Call-In Period expires on 28 September 2016

Date of Call-in *(if applicable) (this suspends implementation)*

Call-in Procedure completed *(if applicable)*

Call-in heard by *(if applicable)*

Results of Call-in *(if applicable)*

