



# B O S T O N

## B O R O U G H C O U N C I L

REPORT TO:	CORPORATE AND COMMUNITY SCRUTINY COMMITTEE
DATE:	15 OCTOBER 2020
SUBJECT:	WORKFORCE DEVELOPMENT STRATEGY
PORTFOLIO HOLDER:	COUNCILLOR PAUL SKINNER, LEADER
REPORT AUTHOR:	JAMES GILBERT, ASSISTANT DIRECTOR – ORGANISATION AND CORPORATE SERVICES
EXEMPT REPORT?	NO

### **SUMMARY**

This report proposes for scrutiny a Workforce Development Strategy (Appendix A), setting out the approach the Council will take between 2020 and 2024 to develop its culture, working practices and people.

The Workforce Development Strategy is relevant to the workforce across the strategic alliance and the document will also be presented for adoption at East Lindsey District Council.

The Strategy has been developed in consultation with employees at both Councils. Trade Unions have also been consulted on its content.

### **RECOMMENDATIONS**

That the Committee provides comments to support the Strategy's development.

### **REASONS FOR RECOMMENDATIONS**

To ensure there is a clear strategy for how the Council will develop its culture, working practices and people.

## **ALTERNATIVES CONSIDERED**

Not to have a Workforce Development Strategy. This option has been discounted. A Workforce Development Strategy is an important framework for the Council given the journey of change the Council is on and was a key recommendation in the Peer Review.

## **REPORT**

1. The Workforce Development Strategy proposed in this report provides a holistic framework for how the organisation develops its culture, working practices and people.
2. The need for a Workforce Development Strategy was highlighted in the LGA Peer Review that took place in 2019 and was a key recommendation to the Council.
3. The Workforce Development Strategy proposed at Appendix A has been developed in consultation with the Leadership Team, Managers across the alliance, the Employee Reference Group and Union representatives.
4. The themes identified in the Workforce Development Strategy are:
  - a) Attract and retain talented employees
  - b) A flexible approach to service delivery
  - c) A healthy and active workforce
  - d) Shape our organisational culture and maximise staff engagement
  - e) Be efficient and effective in all we do
  - f) Celebrate our success and reward excellence
5. To enable the Strategy's delivery and ensure it is well embedded across the workforce, a Workforce Development Board will be formed of relevant officers. External representatives may be invited to join the Board for specific themes where they might add value. The Board will be responsible for ensuring the Strategy is delivered.
6. Once feedback is received from Corporate and Community Scrutiny Committee, this will be considered by the Portfolio Holder before the Strategy is taken to Cabinet for consideration.
7. The Strategy's success will be measured via the indicators identified within the document and these will be reported via the Performance Framework.

## **CONCLUSION**

That the adoption of a Workforce Development Strategy is necessary to support and guide employee development across the alliance; and the views of the Corporate and Community Scrutiny Committee are sought to further shape the final Strategy.

**FINANCIAL IMPLICATIONS**

On the whole the Strategy will be delivered via the Workforce Development Board within existing resources. It should be noted that some of the actions (for example, ICT investment) may require funding as they develop and business cases will be produced on a project by project basis for consideration.

**LEGAL IMPLICATIONS**

None

**CLIMATE CHANGE IMPLICATIONS**

As working practices continue to evolve and technology plays a greater role in service delivery, the Council will see a reduced need for travel (business and commuting), which will have a positive improve on the carbon reduction agenda.

**EQUALITY AND SAFEGUARDING IMPLICATIONS**

None

**OTHER IMPLICATIONS**

None

**CONSULTATION**

Consultation has been undertaken with the Leadership Team, Managers across the Councils, the Employee Reference Group and Trade Union representations.

## **APPENDICES**

Appendices are listed below and attached to the back of the report: -

*APPENDIX A*

Workforce Development Strategy 2020- 2024

## **BACKGROUND PAPERS**

Background papers used in the production of this report are listed below: -

<b>Document title</b>	<b>Where the document can be viewed</b>
LGA Corporate Peer Review	<a href="http://s4fzas59p.gb-02.live-paas.net/wp-content/uploads/2020/07/Boston-Borough-Council-Peer-Review.pdf">http://s4fzas59p.gb-02.live-paas.net/wp-content/uploads/2020/07/Boston-Borough-Council-Peer-Review.pdf</a>

## **CHRONOLOGICAL HISTORY OF THIS REPORT**

A report on this item has not been previously considered by a Council body.