

THE SERVICE DIRECTOR – CUSTOMERS GOVERNANCE AND EMPLOYEES**NOTTINGHAMSHIRE COUNTY COUNCIL WORKFORCE PLAN****Purpose of the Report**

1. The purpose of this report is to provide Elected Members with an overview of the workforce information provided to inform the budget setting process and the Council's People Strategy.

Information**Background:**

2. The attached document is a high level, whole Council Workforce Plan. This information is intended to provide an overview and analysis of the current workforce and potential future workforce requirements to help inform strategic decision making by elected members and senior officers at a whole Council, departmental and service level.
3. This document seeks to inform the overarching People Strategy which has been brought to this Committee elsewhere on the agenda for approval.
4. The Plan is presented in two parts. The first is a review of the current position of the Council's workforce, providing a baseline from which to identify emerging workforce issues and track and measure changes. The second section is more forward thinking and aims to identify future workforce needs, including the number of employees and their knowledge, skills and experience requirements needed to deliver the Council's strategic objectives and priorities.
5. The information contained in the plan is very detailed in terms of the organisation design principles which specify managerial spans of control, to what constitutes a manager and the differences between the permanent and contingent workforces. There is increased understanding of the need to use all available local and nationally identified benchmarking data and recognised metrics to assess performance and value for money by using and analysing trend data in relation to the size and profile of the Council's workforce.
6. The document will be iterative, developing over time as the council's workforce needs change. It will provide data and analysis to support a wide range of actions including addressing issues around the gender pay gap; recruitment and retention issues in certain sectors; attraction strategies for millennials and emerging talent pools; maintaining an equality proofed pay system; identifying new career pathways internally and across partner organisations. The information goes beyond that contained in the Workforce Profile report which is produced to meet the Council's Public Sector Equality Duty.

7. Key sources of information will include the following:

- Changes to headcount
- Turnover rates and reasons
- Vacancy Control Measures – recruitment volume and redeployment:
- Training need analysis/skills audit
- Apprenticeship strategy
- The balance between permanent and contingent workforce

Reason/s for Recommendation/s

8. The regular provision of this information will enable Members to maintain an overview of the changing nature of the Council's workforce and to feed into key strategies which will enable us to identify and meet future needs.

Statutory and Policy Implications

9. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

10. The need to employ people with the right skills and knowledge to deliver the Council's strategic priorities has a clear link to efficiency and providing value for money to the citizens of Nottinghamshire.

Human Resources Implications

11. In order for the Council to identify its future resourcing needs, clear, proactive planning needs to be continued to ensure we can continue to transform and develop into a modern, twenty first century public service organisation with the ability to attract skilled and experienced staff and to maintain and develop our position as an Employer of Choice.

Public Sector Equality Duty implications

12. The County Council's Workforce Plan information illustrates that ongoing reductions in the headcount of the direct workforce have not had a direct or negative impact on the overall diversity profile of the remaining workforce.

RECOMMENDATION/S

It is recommended that Members:

- 1) Consider the information contained in the attached Workforce Plan and agree to the engagement of departmental Leadership Teams to identify further actions to shape and support the delivery of departmental plans
- 2) Agree to receive further updates on the information contained in the Plan on an annual basis.

Marjorie Toward

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For any enquiries about this report please contact:

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Constitutional Comments (KK 02/07/2019)

13. The proposals in this report are within the remit of the Personnel Committee.

Financial Comments (RWK 03/07/2019)

14. There are no specific financial implications arising directly from the report.

HR Comments (GME 01/07/2019)

15. The human resources implications are implicit in the body of the report which should be read in conjunction with the Council's People Strategy and Workforce Profile information.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- People Strategy

Electoral Division(s) and Member(s) Affected

- All