

CABINET – 4TH APRIL 2024

Report of the Scrutiny Commission

WORKFORCE DEVELOPMENT STRATEGY

Purpose of Report

To consider the comments and recommendations of the Scrutiny Commission in relation to the Workforce Development Strategy.

Recommendation of the Scrutiny Commission

That the Cabinet be informed that the Commission welcomes and supports the recommendations set out in the report of the Head of Transformation, Strategy and Performance.

Reason

The Commission, having carefully considered and asked questions on the report felt the Cabinet should approve the recommendations set out.

Meeting Discussion

- i. The council prioritised recruitment and retention of good officers. Salary benchmarking was undertaken with East Midlands Councils to ensure salaries were in line with those in similar local authorities in Leicestershire and surrounding areas. There was also a network of HR Managers that Charnwood was involved in in order to benchmark further. The council was actively promoting the benefits of working in local government and at Charnwood Borough Council specifically.
- ii. The council had introduced agile working plans which were unique to each service and team. Staff were engaged to discuss service delivery and how agile working could be done. There were some challenges associated with agile working but these were managed well by individual services. Following the introduction of agile working at the council, staff surveys had indicated that this way of working was preferred. It was also highlighted that agile working was a key factor in recruiting new staff as it was seen as a desirable advantage.
- iii. Staff vacancies affected some service areas more than others and the council was trying different initiatives to fill vacancies, including career grading posts and the offer of apprenticeships.

Policy Justification and Previous Decisions

Scrutiny Commission Procedure Rule 11.12 sets out the procedure by which a report of a Scrutiny Committee should be considered by Cabinet.

Implementation Timetable including Future Decisions and Scrutiny

The information in this in the Cabinet report is not affected by the recommendation of the Scrutiny Commission.

Report Implications

The following implications have been identified for this report.

Financial Implications

There are no further financial implications associated with the recommendation of the Scrutiny Commission.

Risk Management

There are no specific risks associated with the recommendations of the Scrutiny Commission.

Key Decision:	No
Background Paper:	Scrutiny Commission Minute 131 2023/24, 2nd April 2024.
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