

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 15 APRIL 2009

REPORT BY HEAD OF HEAD OF PEOPLE AND ORGANISATIONAL SERVICES

9. WORKFORCE PLAN POSITION STATEMENT APRIL 2009

WARD(S) AFFECTED: ALL

“D” RECOMMENDATION – that Human Resources Committee notes the Workforce Plan position statement of April 2009

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1.0 Purpose/Summary of Report

1.1 To note the workforce plan position statement April 2009 showing what the Council is doing to build its workforce capacity in order to achieve its strategic priorities. This supports the People Strategy 2009-2012

2.0 Contribution to the Council’s Corporate Priorities/Objectives

2.1 The workforce plan position statement contributes to the six corporate priorities.

3.0 Background

3.1 In preparation of the 08/09 assessment the Council needs to assess how well it has met the Use of Resources KLOE and has demonstrated the outcomes that have or will be achieved. The new assessment for 08/09 has KLOE 3.3 ‘Does the organisation plan, organise and develop its workforce effectively to support the achievement of its strategic priorities?’ The position statement will help the Council demonstrate its outcomes against this KLOE.

3.2 People Strategy 2009-2012 (currently in draft format) will address workforce planning in the future for the Council.

4.0 Report

4.1 The workforce plan position statement April 2009 attached at Appendix A (pages 9.3 – 9.7) sets out what the Council is doing to build its workforce capacity in order to achieve its strategic priorities. This supports the People Strategy 2009-2012.

5.0 Consultation

5.1 Heads of Service and Unison have been consulted on the position statement.

6.0 Legal Implications

6.1 None.

7.0 Financial Implications

7.1 Actions identified within the position statement are detailed in Service Plans and within Service budgets.

8.0 Human Resource Implications

8.1 As detailed in the report.

9.0 Risk Management Implications

9.1 None.

Background Papers

None

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