



# Overview of the Draft Workforce Strategy 2018-2021

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# 5 Strategic Priorities

1. Organisational development

2. Leadership

3. Skills development

4. Recruitment and retention

5. Pay and reward

# Workforce Strategy Aims

Re-Brand the Council as an employer of choice for today's market and improve recruitment and retention

Optimise the skills of our staff resources and enable innovative ways of working that increase resilience and capacity

Support the values and engage staff with the challenges set out in the Council's 2020 Vision

Invest in the health and well being of staff to reduce sickness absence and enable good work life balance

Comply with current and emerging employment legislation and manage risks arising

Develop sustainable pay and reward systems that attract and retain talent

Address workforce demographics with succession planning and better opportunities for younger people

# Current Challenges

## Pressures on Workforce Capacity



# *Areas of Special Focus*

Modernising Recruitment

Health and Well-being Initiatives

Work-Life Balance

Apprenticeship Opportunities

HR Systems and GDPR

Enabling Digital Transformation

# *Top Motivators for LG Workforce*

Public Service Ethos  
(engagement and  
autonomy)

Work-Life Balance  
(flexible working and  
health related benefits)

# *Next Steps*

- Gather feedback from consultation
- Refine the strategy
- Develop a workforce plan for 2019
- Seek agreement of the Personnel Committee in December 2018
- Seek approval of Council in January 2019

# *Comments and Questions*

**YOUR TURN NOW – WE NEED  
YOUR INPUT!**

