

Report of	Meeting	Date
Corporate Director (Human Resources & Organisational Development) (Introduced by the Executive Member (Resources))	Executive Cabinet	29 th May 2008

WORKFORCE DEVELOPMENT PLAN 2008-2011

PURPOSE OF REPORT

- To present the Workforce Development Plan 2008 – 2011 to Members for consideration and approval.

RECOMMENDATION(S)

- That the Workforce Development Plan is adopted.

REASONS FOR RECOMMENDATION(S)

(If the recommendations are accepted)

- The introduction of a Workforce Development Plan is an essential part of our improvement planning, and ensures that we have the skills, attitudes and commitment needed within the workforce to deliver the Councils vision. It is a key project within the Corporate Strategy supporting the long term outcome 6.3 'A provider and procurer of high quality priority services'.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

- N/A

CORPORATE PRIORITIES

- This report relates to the following Strategic Objectives:

Put Chorley at the heart of regional economic development in the central Lancashire sub region		Improved access to public services	
Improving equality of opportunity and life chance		Develop the character and feel of Chorley as a good place to live	
Involving People in their Communities		Ensure Chorley is a performing Organisation	✓

BACKGROUND

6. The Local Government Pay and Workforce Strategy PWS identified a 10 year vision for Local Government that would ensure all Councils have 'high performing, citizen centred, skilled and motivated staff, who are proud to be local public service workers'.

In response to the Pay and Workforce Strategy Councils are required to produce a Workforce Development plan that will outline how they are anticipating and tackling key current and future workforce challenges.

The Workforce Development Plan builds on the workforce development and planning initiatives that have already been delivered as part of the Councils Human Resources Strategy and the Learning and Development Strategy.

CHORLEYS WORKFORCE DEVELOPMENT PLAN

7. The aim of the workforce development plan is to maximise our people assets to deliver effective and efficient public services, it sets out the actions that will identify what we know about our current workforce, what will be required of our future workforce and how we will bridge the workforce gaps.

8. This is the Councils first Workforce Development plan building on the previous people strategies, and ensures that we have become more strategically focused on each of the five priorities within the Pay and Workforce Strategy:

- Organisational Development
- Leadership Development
- Skills Development
- Recruitment and Retention
- Pay and Reward

The workforce development plan is integrated into our business planning process with the action plan contained within it flowing from the Corporate Strategy, each Directorates Business improvement plan and the medium term financial strategy.

9. The draft workforce development plan was approved by the Executive Member for Resources for consultation with the Councils staff matters forum and the trade union. Consultation is still underway and will be reported on verbally at Executive Cabinet, with any amendments as a result of the consultation incorporated in the final workforce development plan that will be made available prior to the meeting.
10. In the interim, the draft workforce development plan is attached to this report.

IMPLICATIONS OF REPORT

11. This report has implications in the following areas and the relevant Directors' comments are included:

Finance		Customer Services	
Human Resources	✓	Equality and Diversity	
Legal			

COMMENTS OF THE CORPORATE DIRECTOR HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT

12. Contained within the report.

LORRAINE CHARLESWORTH
CORPORATE DIRECTOR OF HUMAN RESOURCES AND ORGANISATIONAL
DEVELOPMENT

Report Author	Ext	Date	Doc ID
Lorraine Charlesworth	5159	12 May 2008	

Background Papers			
Document	Date	File	Place of Inspection
Draft Workforce Development Plan	May 08	WDP	HR & OD Directorate