

PAY AND WORKFORCE STRATEGY

EXECUTIVE MEMBER: Cllr N Williams
LEAD OFFICER: Liam Murphy, Chief Executive
REPORT AUTHOR: Len Gleed, Human Resources Manager

Summary: This report reports progress in the development of the Council's Pay and Workforce Strategy

Recommendation: JCSP is asked to consider and comment on the report.

Impact on delivering Corporate Plan objectives: The Council's Pay and Workforce Strategy will have significant impact, directly or indirectly on all its activities.

Impact on other statutory objectives (e.g. crime & disorder, LA21): None directly

Financial and human resource implications: A total of £102,500 is included in the current year's budget to support Pay and Workforce Strategy related work. Future project progress reports will have significant financial and human resources implications.

Project & Risk Management: The project will be managed by the Human Resources Manager. Risks will be identified in the project plan

Key Decision Status

- **Financial:** None
- **Ward:** None

Other Ward Implications: None

1 INTRODUCTION

Panel members will recall that the Panel received a presentation about the national Pay and Workforce Strategy at the Panel meeting on 27 October 2005.

The strategy is central to the whole transformation agenda which Government requires local authorities to embrace.

- 1.1 The strategy sets out a comprehensive approach to support councils in maximising the capacity and performance of their workforce to deliver continually improving local government services.
- 1.2 Five strategic priorities are included, summarising the organisational and managerial changes that need to be made in the sector to ensure that targets can be achieved and services improved within planned budgets. These are:
 - **Developing the organisation** – to transform organisations by achieving excellence in people and performance management, process redesign, job redesign, equality and diversity in service delivery and partnership working
 - **Developing Leadership capacity**- among both officers and members, including attracting effective leaders into local government from outside the sector.
 - **Developing workforce skills and capacity**- across the corporate centre of authorities, specific services, management and the frontline workforce.
 - **Resourcing local government**- ensuring that authorities recruit, train and retain the staff they need.
 - **Pay and Rewards**- Having pay and reward structures that attract, retain and develop a skilled and flexible workforce while achieving both value for money in service delivery and fairness.

2 PROGRESS

- 2.1 On 25 July 2006, Executive considered proposals for the development of Copeland's response to the national strategy, and the relevant report is attached as Appendix 1. The Executive agreed the recommendations, with the provisos that the Portfolio Holder for Resources and Local Democracy should be added to the People Strategy Team, and Members be called upon to attend the People Action Team as and when required.
- 2.2 The first meeting of the People Strategy Group will take place on 25 September 2006, and the People Action Team will commence its work in the near future.

3 RECOMMENDATION

- 3.1 JCSP is invited to consider and comment on the report.

List Of Appendices	Appendix 1	Executive Report 25 07 06
List of Background Documents:		The Local Government Pay and Workforce Strategy 2005: Transforming your authority – creating real and lasting change
List of Consultees:		Corporate Team, Cllr N Williams