

CBSS Workforce Strategy– EIA action plan summary

	Who is the contact/lead officer for this action plan
Workforce Strategy	Name: Judith Bennett Job Title: Strategic Workforce Development Manager Contact Details: Judith.bennett@york.gov.uk
Describe the Strategy:	
What is the purpose of the strategy	
<p>The workforce strategy sets the vision and priorities for action for the workforce for the next 4 years. “Workforce” is all people who are directly employed by the council, now and in the future` . “Vision” is what we want the workforce to look like in 4 years time.</p> <p>This particular EIA is about the vision. There will be separate EIAs developed for each priority area of the Strategy by the cross council delivery group.</p> <p>The workforce strategy will focus on 5 key areas:</p> <ol style="list-style-type: none"> 1. Skills and Behaviours Development 2. Recruitment and Retention 3. Pay, Reward and Recognition 4. Wellbeing and Engagement 5. Performance and Change <p>This strategy will be monitored and updated reviewed again in 12 months as part of an ongoing development plan.</p>	

Key Issues	Key Actions	By/ timescale
To ensure that the 5 strategic objective action plans have been discussed and consulted with the equalities reference group to understand any equalities implications.	<p>Five Staff Equalities Reference Group engagement events to be held in 2012 / 2013 to review the equalities implications of each of the 5 strategic objective action plans.</p> <ol style="list-style-type: none"> 1. Skills and behaviours development 2. Recruitment and retention 3. Pay, reward and recognition 4. Wellbeing and engagement 5. Performance and change 	<p>2013 TBC</p> <p>June 2012</p> <p>Sept / Oct 12</p> <p>Feb / April 2012</p>
All of the action plans that put the work force strategy into practice will need to consider the equalities implications of the protected strands.	Governance arrangements set up will oversee the EIAs developed under each action plan	Ongoing
Need to ensure the workforce strategy is accessible to read for all employees	Develop easy read work force strategy document	July 2012