

Meeting of the Social Inclusion Working Group 17 February 2010
Report of the Director of People and Improvement

City of York Council Workforce Plan 2010-12

Summary

1. This report summarises key information about the Plan that will be presented by officers and discussed at the meeting.
2. SIWG will be requested to offer feedback about diversity issues in the Plan.

Background

What is workforce planning?

3. Workforce planning helps the council make sure it has the right people with the right skills in the right places at the right time to deliver the right services to our customers. It is about ensuring our workforce can deliver what we want it to do now, and planning so that it will be able to deliver what we want it to do in the future
4. The starting point for workforce planning is to understand the workforce of today then anticipate the workforce required in the future and plan the actions that will help bridge the gap.

Why do we need it now?

5. The Council, often working with its partners, needs to deliver convenient, personalised, cost-efficient services to its customers. The Workforce Plan identifies the 'council of tomorrow' and what it is likely to mean for the workforce, and sets out actions to support and develop the workforce to deliver the changes required.
6. The Council needs a workforce plan so that it can respond to:
 - a. An ageing population that will need more personalised services

- b. An initiative called “Total Place”, the purpose of which is to pool resources including staff with partners working to deliver services in the City.
- c. The More for York improvement programme that will help the council do its job better, although with fewer resources including people

What is in the Plan?

- 7. The Plan has five objectives and each of those have actions to achieve them. The objectives are:
 - a. **Transformation and culture change**, to support staff through the More for York
 - b. **Efficiency**, to control staff costs and help managers develop a culture of efficiency and effectiveness in response to tight budgetary pressures
 - c. **Customers**, to make sure that everyone focuses on the best outcomes for our customers
 - d. **Diversity**, to build a culture in which all are treated with dignity and respect as identified in the Fairness & Inclusion Strategy.
 - e. **Partnerships**, to help managers and staff work better with our partners

What will happen at the meeting?

- 8. Officers will make a presentation about the Plan and focus on the Diversity objective. They will discuss proposed actions under this objective with the Group in detail, so that they can make sure that the plan delivers fairness and inclusion for current and future staff.

Consultation

- 9. Before starting to develop the plan, officers from Human Resources talked to the Staff Equality Reference Group and also looked at the results of the Staff annual survey for 2009/10

Options

- 10. N/A

Analysis

11. N/A

Corporate Priorities

12. The Plan supports the Effective Organisation priorities of the Corporate Strategy.

Implications

13. **Financial** – None

14. **Human Resources (HR)** – None

15. **Equalities** – The Plan contributes to fairness and inclusion in employment as well as helps the Council meet the objectives of the corporate Fairness and Inclusion Strategy and the single corporate equality scheme 2009-12.

16. **Legal** - Community engagement in planning and delivering council policies and plans is a requirement under equality legislation.

17. **Crime and Disorder** - None

18. **Information Technology (IT)** - None

19. **Property** - None

20. **Other** - None

Risk Management

21. None

Recommendations

22. Following a presentation by officers, SIWG is requested to offer feedback about diversity issues in the Plan. These will be used to help finalise the actions under the Diversity objective of the plan

Reason: To help officers put in place a fair and inclusive Workforce Plan

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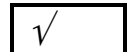
**Report
Approved**



Date

Wards Affected:

All



For further information please contact the author of the report