

People Strategy and Strategic Workforce Planning Priorities 2024-2028

1.0 EXECUTIVE SUMMARY

2028. These have been developed in consultation with department management teams across the Council. The updated people objectives reflect the principles of the Connect for Success operating model set out by the Chief Executive to support delivery of the Corporate plan.

The purpose of this report is to present two documents that people priorities for the period up until 2028. It is recommended that the Policy and Resources Committee approve the People Strategy and note Strategic Workforce Planning Priorities for the period 2024-2028.

People Strategy and Strategic Workforce Planning Priorities 2024-2028

2.0 INTRODUCTION

2.1 This report sets out the Council's strategic objectives for the period up to 2028. These have been developed in consultation with management teams and reflect the principles of Connect for Success. The purpose of this report is to present two documents that outline our strategic people priorities:

- People Strategy (Appendix One)
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trends and the workforce. These workforce planning assumptions will be reviewed and updated annually. The purpose of these documents is to make sure the Council has a workforce in place that can deliver on our overall corporate and strategic objectives in a way that demonstrates best value.

- 4.3 In the interest of rationalising the number of strategic plans, it is proposed a single annual delivery plan will be agreed which will include actions to deliver on the People Strategy and any specific actions arising from our annual review of Strategic Workforce Planning assumptions.
- 4.4 Policy and Resources Committee are asked to consider the documents in -2028.

5.0 CONCLUSION

- 5.1 In conclusion this report outlines the council updated People Strategy and Strategic Workforce planning priorities and proposes a single annual plan is developed to support delivery of these.

6.0 IMPLICATIONS

- 6.1 Policy: These documents provide an updated People Strategy and Strategic Workforce Plan
- 6.2 Financial: None. Budget to support delivery of the People Strategy will come from existing revenue budget.
- 6.3 Legal: The council must comply with relevant employment law
- 6.4 HR None specifically from these documents
- 6.5 Fairer Scotland Duty:

An Equalities and Socio Economic Impact Assessment has been commenced and the working draft is attached to this paper (Appendix three). This will continue to be updated and completed on presentation of the final delivery plan. Specific assessments may be completed for various individual projects or proposals arising from the plan where appropriate.

- 6.5.1 Equalities - protected characteristics. As above
- 6.5.2 Socio-economic Duty. As above
- 6.5.3 Islands. As above

- 6.6 Climate Change: The hybrid and flexible working approach adopted by the Council is reducing travel and c overall carbon reduction.
- 6.7 Risk: These documents support the management of workforce risk
- 6.8 Customer Service: The underlying principle of the People Strategy is that in creating the right conditions for our employees, the result for customers and service users will be improved quality of service.

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APPENDICES

Appendix One: People Strategy 2024-2028

Appendix Two: Strategic Workforce Planning Priorities 2024-2028

Appendix Three: Equalities and Socio Economic Impact Assessment