



**RHONDDA CYNON TAF COUNCIL**

**RECORD OF DECISIONS OF THE EXECUTIVE**

**DECISION MADE BY: Cabinet    DATE DECISION MADE: 23 January, 2023**

**Cabinet Members Present:**

Councillor A Morgan (Chair), Councillor M Webber (Vice-Chair),  
Councillor G Caple, Councillor A Crimmings, Councillor R Lewis,  
Councillor C Leyshon, Councillor M Norris and Councillor B Harris

***Agenda Item : 4***

**SUBJECT: Human Resources Strategy and Council Workforce Plan 2023-2028**

**1. DECISION MADE:**

**Agreed –**

1. To approve the Human Resources Strategy 2023-28;
2. To approve the Council's Workforce Plan 2023-28;
3. That outcomes will be delivered through related plans and strategies such as departmental Delivery and Workforce Plans, the Council's Strategic Equality Plan, Digital Strategy and Office Accommodation Strategy; and
4. That monitoring will be in the form of an annual position statement providing data regarding progress towards meeting the Human Resources Strategy and Council Workforce Plan aims.

**2. REASON FOR THE DECISION BEING MADE:**

The need to enable Cabinet to consider, review and approve the following:

- Human Resources Strategy 2023-28
- Council Workforce Plan 2023-28

**3. LINKS TO CORPORATE PRIORITIES/FUTURE GENERATIONS - SUSTAINABLE DEVELOPMENT:**

The Council's Corporate Plan 2021-24, 'Making a Difference', takes account of the requirements of the Well-being of Future Generations (Wales) Act 2015 and the vision, priorities and principles maximise the Council's contribution to the seven national Well-being goals. The proposed Human Resources Strategy and Council Workforce Plan will contribute to and support the delivery of the Council's vision and priorities by aligning strategy and planning to ensure that we have the workforce we need now and in the future. The Five Ways of Working have also been considered. The strategy and workforce plan align with the sustainable development principle; this is covered in more detail within the Human Resources Strategy and Workforce Plan documents. The pillars of the strategy encourage leaders and managers to view workforce decisions through different perspectives or lenses, for example looking to the long term to ensure that current needs are met without compromising future outcomes, along with early intervention to prevent problems, partnership work and collaboration.

**4. CONSULTATION UNDERTAKEN PRIOR TO DECISION BEING MADE:**

To inform the development of the Human Resources Strategy and Council Workforce Plan, information was gathered from all Council Service Self Evaluations (2022-23), from the Human Resources Senior Management Team and the Council's Senior Leadership Team. Information from our staff consultations was also considered.

**5. PREVIOUS CONSIDERATION BY A COMMITTEE OF THE COUNCIL:**

None

**6. PERSONAL INTERESTS DECLARED:**

None

**7. DISPENSATION TO SPEAK (AS GRANTED BY STANDARDS COMMITTEE):**

N/A

**8. (a) IS THE DECISION SUBJECT TO CALL-IN BY THE OVERVIEW AND SCRUTINY COMMITTEE:**

Yes

**Note:** This decision will not come into force and may not be implemented until the expiry of 3 clear working days after its publication to enable it to be the subject to the Call-In Procedure in Rule 17.1 of the Overview and Scrutiny Procedure Rules.

**The closing date for Call-In is 5pm on the 26 January 2023**

**8.(b) IF NO, REASONS WHY IN THE OPINION OF THE DECISION-MAKER THE DECISION IS EXEMPT OR NON APPLICABLE:**

I. COUNCIL / SCRUTINY FUNCTION (CALL IN IS THEREFORE NON APPLICABLE):-  
Reason: N/A

II. URGENT DECISION:-  
Reason N/A

**8.(c) IF DEEMED URGENT - SIGNATURE OF PRESIDING OFFICER OR DEPUTY PRESIDING OFFICER OR HEAD OF PAID SERVICE CONFIRMING AGREEMENT THAT THE PROPOSED DECISION IS REASONABLE IN ALL THE CIRCUMSTANCES FOR IT BEING TREATED AS A MATTER OF URGENCY, IN ACCORDANCE WITH THE OVERVIEW AND SCRUTINY PROCEDURE RULE 17.2:**

.....  
(PRESIDING OFFICER)

.....  
(Dated)

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**PUBLICATION**

Publication on the Council's Website:- **Monday, 23 January 2023**

**APPROVED FOR PUBLICATION: ✓**