

## Audit Wales - Springing Forward – Workforce Planning

**Appendix 2a**  
**Issued July 2022**

|   |  |
|---|--|
| <b>What are we trying to achieve, the outcome</b> | Suitably resourced and skilled workforce that enables services to function effectively and efficiently, in line with funding levels, both now and in the future, and puts the needs of residents at the centre of what we do.  |
| <b>Why we need to do it:</b>                      | Lessons learnt and the workforce implications arising from new ways of hybrid and agile working emerging from the pandemic, significant increase in digitalisation of the Council's processes, delivering more efficient services and the need to continue to ensure that residents and communities are provided with the best possible services from well trained and well supported staff. |

| Recommendation   | Council's Response   | Next Steps   | Timescale  | Responsible Officer                |
|--|--|--|--|------------------------------------|
| <b>AW SFWP 01</b><br>Extend existing workforce management data to include comparative benchmarking with other organisations to inform planning and strengthen the assessment of workforce initiatives. | <b>AGREED</b><br>The Council is currently revising its Workforce Plan which will be put in place in 2023. This provides a timely opportunity to consider how we can strengthen workforce planning data and benchmarking arrangements | The Council is currently reviewing potential and available data sets to inform a wider discussion on relevant data sets of value to the Council.<br><br>This includes<br>1. potential benchmarking items and/or baseline information arising from data items from 'Business in the Community' group.<br>2. benchmarking approaches across learning and development areas arising | First year reporting to deliver 2023/24 end year data benchmarked comparison by June 2024<br><br>March 2023<br><br>September 2022- November 2022 | Deb Hughes<br><br>Julian Warburton |

| Recommendation | Council's Response | Next Steps   | Timescale   | Responsible Officer  |
|----------------|--------------------|--|---|--|
|                |                    | <p>from regional workshops being held between September and November 2022.</p> <p>3. implications arising from any national data sets arising from Local Government and Election requirements.</p> <p>Putting in place a new Workforce Plan 2023/28 containing relevant and robust data items, with timely monitoring and reporting arrangements</p> | <p>Local work is dependent on national progress</p> <p>April 2023</p> | <p>Deb Hughes</p> <p>To be determined as data sets identified</p> <p>Peter Cushion</p> |