

	<b>Resources and Public Realm Scrutiny Committee</b> 9 <sup>th</sup> March 2022
	<b>Report from the Director of Legal, HR, Audit and Investigations</b>
<b>Workforce Strategy</b>	

<b>Wards Affected:</b>	N/A
<b>Key or Non-Key Decision:</b>	N/A
<b>Open or Part/Fully Exempt:</b> (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	Open
<b>No. of Appendices:</b>	None
<b>Background Papers:</b>	None
<b>Contact Officer(s):</b> (Name, Title, Contact Details)	Martin Williams Head of Human Resources Martin.Williams@Brent.Gov.UK

## 1.0 Purpose of the Report

- 1.1 This report updates the Committee on the progress and timetable for the publishing of the Councils Workforce Strategy 2022-26.

## 2.0 Recommendations

- 2.1 That the Committee note the report.

## 3.0 Detail

- 3.1 The Council has an obligation, as a substantial employer in the public sector, to produce a Workforce Strategy. This document sets out the Council's overarching plans and outcomes to ensure that it has the right people with the right skills and knowledge to deliver its strategic goals. In addition, the Workforce Strategy needs to align with other Council plans and strategies to

ensure the relevant elements of those other plans and strategies are reflected within it.

3.2 A new Borough Plan will be adopted early in the new administration following the forthcoming elections. As this is the key strategic document the Workforce Strategy must be designed to support and reflect, the preparation of a new Workforce Strategy will be undertaken alongside preparation for the new Borough Plan.

3.3 Therefore, once the priorities of the new Borough Plan have been agreed the Council's Workforce Strategy will be framed to reflect those priorities and the relevant priorities set out in other council plans and strategies. It is expected the new Workforce Strategy will be submitted for approval by Cabinet during summer 2022.

#### **4.0 Financial Implications**

4.1 There are no specific Financial Implications in relation to this report.

#### **5.0 Legal Implications**

5.1 There are no specific Legal Implications in relation to this report.

#### **6.0 Diversity Implications**

6.1 There are no specific diversity implication in relation to this report.

#### **7.0 Consultation with Ward Members and Stakeholders**

7.1 None.

#### **8.0 Human Resources/Property Implications (if appropriate)**

8.1 None.

#### **Background Papers**

None

**Report sign off:**

Debra Norman  
Director of Legal, HR, Audit and  
Investigations