



REPORT TO: CORPORATE COMMITTEE ON 23 APRIL 2024

SUBJECT: WORKFORCE WORKING GROUP

BY: DEPUTE CHIEF EXECUTIVE (EDUCATION COMMUNITIES AND ORGANISATIONAL DEVELOPMENT)

1. REASON FOR REPORT

1.1 To ask the Committee to consider and approve the terms of reference for the Workforce Working Group for an initial period of 4 months to oversee and maintain the momentum on the proposed work plan.

1.2 This report is submitted to Committee in terms of Section III (B) (24) of the Council's Scheme of Administration relating to formulating and reviewing as necessary the policy and practices of the Council.

2. RECOMMENDATION

2.1 **It is recommended that the Committee approves the terms of reference for the Workforce Working Group (Appendix 1)**

3. BACKGROUND

3.1 Following consideration of the results of the Employee Survey, the Corporate Committee on 30 January 2024 agreed to set up a working group to look at the issues in more depth (paras 12 of the minute refers). Including those as referenced in the External Advisors Recommendation on Workforce Culture agreed by the Corporate Committee on 4 October 2023 (paras 5 of the minute refers).

4. SUMMARY OF IMPLICATIONS

(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))

The Council has made an explicit commitment within the new Corporate Plan on culture and the values, qualities, and behaviours it wishes to promote for its employees and its communities it serves. This needs to be accompanied by the sort of reporting framework envisaged in the Terms of Reference of the Working Group to allow progress to be reported.

(b) Policy and Legal

A positive culture promotes employee satisfaction, productivity and innovation whilst also enhancing the organisations reputation and its ability to recruit and retain employees. Importantly, in the current context, a positive culture enables an organisation to meet challenges and adapt to change.

The Council has an overriding duty to have due regard to the wellbeing of its workforce.

(c) Financial implications

This work is being accommodated within existing resources, which will impact upon what can be achieved and will affect the pace of other work. Further implications will depend upon the demands in particular service areas.

(d) Risk Implications

Risks from this work include:

- an expectation is created that cannot be met in terms of resource and capacity.

(e) Staffing Implications

This work is being accommodated within existing resources, which will impact upon what can be achieved and will affect the pace of other work. Further implications will depend upon the demands in particular service areas.

(f) Property

There are no specific implications.

(g) Equalities/Socio Economic Impact

There are no specific implications

(h) Climate Change and Biodiversity Impacts

There are no specific implications.

(i) Consultations

The Chief Executive, Depute Chief Executive (Economy, Environment and Finance), Depute Chief Executive (Education, Communities and Organisational Development) , Chair and Depute Chair of Corporate Committee and the Democratic Services Manager were all consulted and any comments have been incorporated in the report.

5. CONCLUSION

- 5.1 The Committee is asked to consider and agree the terms of reference for an initial period of 4 months to oversee and maintain the momentum on the proposed work plan.**

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Background Papers:

Ref:

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