

The Workforce Programme Plan

Purpose of report

For discussion and endorsement.

Summary

The following workforce programme plan aims to:

- support Councils to develop a productive, flexible, skilled and appropriately structured workforce;
- ensure Councils are supported by an affordable and flexible pay, rewards and conditions system;
- work jointly with other employers within a place, to deliver better services and achieve value for money for local citizens;
- generate income for the Group through the Workforce Consultancy Team.

Recommendation

Members are asked to endorse the priorities set out in this plan.

Action

Officers to pursue these objectives and provide regular updates on progress.

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The Workforce Programme Plan

Programme Plan and Risk Log

Workforce Programme Programme Resources: RSG £3m (1.7m staffing; 1.3m activity costs)						
Business Plan Outcome: Productive, flexible, skilled and appropriately structured workforce. Affordable and flexible pay and reward and conditions system. * = Links to Workforce Element of the Group offer on Priority Issues						
Project outcome Indicator - (benefit to sector)	Project	Project outputs (Could relate to policy, lobbying and/or improvement)	Date output to be delivered by	Oct 2011 review red Amber green)	March 2012 review Red amber green	Comments on progress
Councils helped to develop a productive, flexible, skilled and appropriately structured workforce	Skills innovation and workforce development *	Direct support, capacity building, communications, good practice, advice and guidance.	March 2012			

Councils supported by an affordable and flexible pay, rewards and conditions system	National pay and conditions bargaining	Relation management, brokering negotiations on behalf of 17 national bodies. Communications, briefings.	March 2012			
	Local Government pay reform	Direct support, capacity building, communications, good practice, advice and guidance.	March 2012			
	EU and national employment law and policy	Lobbying, communications, briefings, policy positions, advice and guidance, capacity building, good practice and relationship management.	March 2012			
	Pensions Reform	Relationship management, communications, briefings, good practice, advice and guidance and policy positions	March 2012			
Councils supported to work jointly with other employers within a place, to deliver better services and achieve value for money for local citizens.	New Ways of Working*	Direct support capacity building communications, good practice, advice and guidance, briefings, policy positions	March 2012			
To generate income for the Group through the Workforce Consultancy Team	Workforce Consultancy Team*	To sell consultancy support to councils and other clients.	March 2012			
		Increase the number of subscribers to the LGG workforce offer (eg independent schools, Academies etc).	March 2012			