

Council Response Form

Council action planned in response to the recommendations issued by Audit Wales

Council: Ceredigion County Council

Report title: Springing Forward – Review of Strategic Workforce Management

Issue date: June 2022

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Ref	Recommendation	Council action planned in response to recommendation issued by Audit Wales	Target date for completion of actions	Responsible officer
R1	<p>Workforce vision and planning</p> <p>The Council's workforce vision, planning and monitoring could be strengthened by:</p> <ul style="list-style-type: none"> refreshing its corporate workforce vision; having a clearer integration with its tier one annual Business Planning process; an annual review of its strategic workforce plans; 	<p>Development of five-year Strategic Workforce Plan 2022 – 2027 in progress coinciding with new administration and Corporate Strategy.</p> <p>The process will also include the following:</p> <ul style="list-style-type: none"> Review of annual reporting mechanism of strategic workforce plans and integration with business planning process Review of Hybrid Working Strategy including the introduction of targets and timescales 	<p>September/October 2022 - Services to complete Strategic Workforce Planning Toolkit</p> <p>Completed October 2022</p> <p>December 2022 – Implement Hybrid Working Strategy targets and timescales</p> <p>Hybrid working review completed July 2023. Cabinet</p>	Geraint Edwards

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	<ul style="list-style-type: none"> developing a more comprehensive picture of workforce skills and competencies; more clearly demonstrating how it consistently uses the sustainable development principle to support the delivery of its workforce planning; and developing specific targets and timescales for its Hybrid Working Strategy success measures. 	<ul style="list-style-type: none"> Research skills competency framework and development workforce assessment process 	<p>consideration in Sept 2023. Revised target date March 24. Agreed by NWoW Programme Board. Strategy due for review in 2025. Completed March 2024</p> <p>March 2023 – drafting and approval of Strategic Workforce Plan 2022 – 2027 Workforce Plan 2023 -2028 completed July 2023. Plan approved by Cabinet in Sept 2023. Completed September 2023.</p> <p>March 2023 – Skills competency framework development and assessment</p>	

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			<p>Included in Strategic Workforce Plan. Revised target date March 2024. Skills competency framework included in succession planning process. Completed February 2024</p>	
R2	<p>Benchmarking The Council should undertake more routine workforce benchmarking to strengthen its business planning and self-assessment arrangements</p>	<ul style="list-style-type: none"> The Council will review its current benchmarking measures and use of data to inform the preparation of plans and provide a framework for improving future self-assessment arrangements. 	<p>March 2023 Working with regional LAs to identify sector-wide benchmarking. Following WLGA work programme, set of benchmarking measures identified which will be adopted for 2024/25 Completed February 2024.</p>	Geraint Edwards