

Community, Cultural, and Corporate Services Scrutiny Committee
Meeting to be held on Thursday, 31 October 2024

Electoral Division affected:
(All Divisions);

Corporate Priorities:
Delivering better services;

Workforce Matters
(Appendix 'A' refers)

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Brief Summary

This is the third year we have presented the workforce report to Community, Cultural, and Corporate Services Scrutiny Committee and we have focussed this year's report on the workforce demographics and our key risks around recruitment and retention. This includes a specific focus on the age of the workforce and the retirement profile that we are planning for.

The report provides insights to the wider public sector workforce. There is an overview on specific pieces of work undertaken over the last year that will help the Council to further develop a culture of performance and accountability at leadership level. Better use of data insights and how governance of workforce issues is evolving at the Council are highlighted.

A PowerPoint presentation will be presented at the meeting which will focus on benchmarking. There will also be an introduction to the new National Graduate Development trainees.

Recommendation

That the Community, Cultural and Corporate Services Scrutiny Committee are asked to consider the report and identify areas where we could strengthen our approach to challenges such as recruitment, retention, and knowledge transfer where we have significant potential knowledge loss from retiring staff.

Detail

This report is intended to form the basis of a discussion and debate at the meeting to explore the current workforce data, benchmarking and actions being taken. The inclusion of previous years' data allows for trend analysis and exploration of issues.

Appendices

Appendix A' is attached to this report. For clarification they are summarised below and referenced at relevant points within this report.

Appendix	Title
Appendix A	Workforce Matters Annual Report

Consultations

N/A

Implications:

This item has the following implications, as indicated:

Legal

There are no proposals with legal implications contained within this report.

Financial

There are no proposals with financial implications contained within this report.

Risk management

There are no proposals contained in the report, however it is worth noting that workforce-related risks, including recruitment and retention, are included on the Corporate Risk and Opportunity Register as they are key risks facing the organisation currently. The work undertaken as detailed in the report and the supporting data are part of the ongoing analysis and actions to mitigate this risk. The Audit, Risk and Governance Committee receives the Corporate Risk and Opportunity Register on a quarterly basis in line with its responsibility for monitoring progress on actions taken to mitigate risks and address risk-related issues.

Local Government (Access to Information) Act 1985

List of Background Papers

Paper	Date	Contact/Tel
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None

Reason for inclusion in Part II, if appropriate

N/A

