

“Agile Services delivered



FOREWARD

This Workforce Strategy aims to build on existing good practice and continuing to promote the Council as a good place to work – developing a workforce that feels connected to and can meet the current and future needs of our community. The Council is the major employer in Blaenau Gwent and any action which impacts on the workforce will also directly impact the community and levels of aspiration, income and employment.

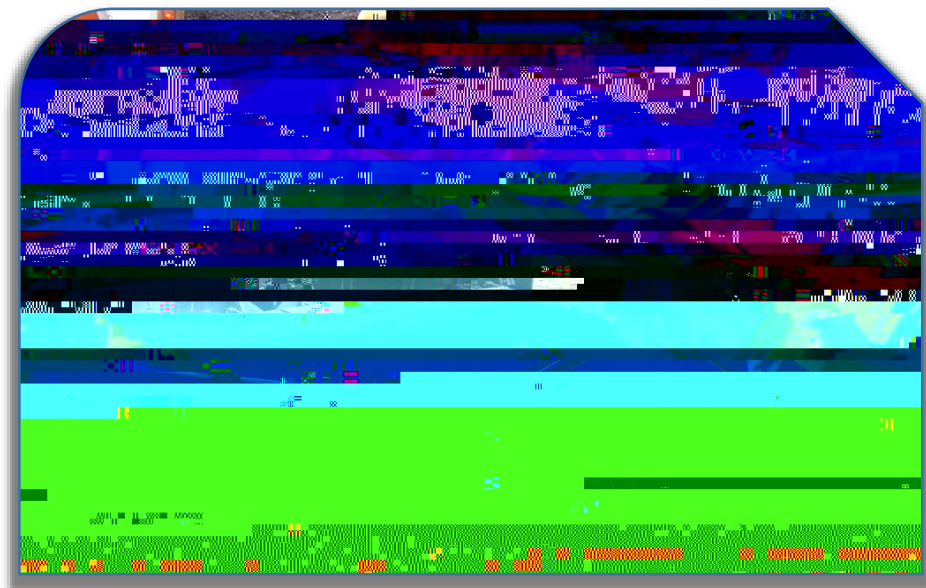




Workforce Engagement

The Council recognises the critical need to communicate and engage staff in service delivery, transformation, change, new commercial thinking and financial efficiency. This is currently undertaken through a number of methods:

- Regular one to one performance coaching
- Annual performance review
- Team meetings
- Staff meetings
- Management team meetings
- Wider Leadership group
- Regular newsletter from the Managing Director
- Staff newsletter
- Managers brief
- Engagement in financial planning
- A dedicated engagement and consultation framework with trade unions
- Bi-annual staff surveys and pulse surveys





THE FUTURE SERVICE DELIVERY MODEL

The Council's future delivery model will see the Council's role focus on community leadership. Building community capacity through empowerment and cross-public sector collaboration. Promotion of early intervention and self service will support the reduction of dependence on the Council. A strong strategic core will enable the delivery of

WORKFORCE STRATEGY: ACTION PLAN 2021/2022

The first action plan of the Workforce Strategy will focus on the transition from responding to the COVID-