

People Plan 2023-2028

Purpose

To present the draft of the Councils People Plan to Overview and Management Scrutiny Committee for feedback prior to final draft being submitted to Cabinet in December 2023.

Background

Following local elections in 2022, the Council developed its new Corporate Plan and agreed this later in 2022. During 2023 a number of our critical plans have been developed, such as the Digital Strategy and next year the new Strategic Equality Plan.

A People Plan is a critical component of the Councils overall strategy and delivery of the Corporate Plan. Its purpose is to set out people practice focus for the immediate period and into the next few years, ensuring we have a clear set of priorities for our most valuable asset, our people. It is a deliberate attempt at coordinating plans, actions, and initiatives aimed at effectively managing our workforce.

The development of our People Plan commenced mid 2023 alongside work on our employee led Values and Behaviours that our staff have been involved in creating. These Values and Behaviours are an integrated element of our overall People Plan and have been developed by our staff and due to be launched in the new year.

The development of our People Plan has included a considerable amount of engagement with various aspects of our workforce as noted. This covering report aims to provide a understanding of what a People Plan entails, its importance, and what we consider our priorities are as a Council. The employee Values and Behaviours are also contained in the draft for clarity, which are already agreed by officers.

Development

The People Plan has been developed with considerable engagement. A number of development sessions have been held to consider the relevant activities important to the organisation with regards to its people. The development sessions included engagement with the wider Human Resources and Organisational Development functions initially, ensuring linkage to workforce issues and service area workforce plans.

Engagement then followed with staff and networks, the Newport Manager Network and staff survey feedback. Other core strategies were identified and engagement took place with several other key stakeholders responsible for supporting key strategies such as the Corporate Plan, Strategic Equality Plan, Digital Strategy and other core strategies. As our People themes and actions began to emerge the Corporate Management Team, Directors, and Chief Executive all considered and provided feedback on our identified themes. Our employee voice groups such as our staff networks and our Trade Unions through our Employee Partnership Forum have all been provided with the draft and opportunity to provide feedback. The Employee Partnership Forum is also chaired by the lead Cabinet Member who has been part of the discussions.

Our Strategic Themes

Our Strategic Themes that have emerged are:

Representation & Transformation	Employee Experience
Employee Engagement	Employee Wellbeing






The draft People Plan document included in this note pulls these themes together outlining the Strategic Aims, Objectives and the Measures of Success.

Notes

- It is acknowledged that Measures of Success (or actions) are an outline of the type of activity that will be considered, it should be considered that this is a plan for the next years and therefore whilst the themes will remain, it may be appropriate to consider additional Measures of Success as it develops. Therefore, the measures are not set in stone as at today and will develop over the time of the plan.
- The People Plan attached is a draft document. Following Scrutiny feedback this will progress to Cabinet, and professional design including suitable graphics will take place considering engaging materials and accessibility.
- The Values in the People Plan are an officer led process.
- Monitoring of the plan will take place through the normal service area plan arrangements.
- A communication and engagement plan is being developed for both the People Plan and Values and Behaviours elements and we will continue to work with our employees through our staff engagement arrangements on this.

Well-being of Future Generations (Wales) Act 2015

In developing our plan the Well-being of Future Generations (Wales) Act 2015 has been supported and considered. The 5 principles are outlined below.

Long term		The development of the People Plan and next steps thereafter such as Workforce Plan will support longer-term aspirations and ensure a sustainable workforce for the future
Prevention		The work described and recommended in this paper will contribute to building and mobilising workforce capacity to contribute to the prevention of mitigating workforce concerns
Integration		The integrated approach to developing the plan with a variety of stakeholders will help support integration and partnerships working with colleagues and interested parties.
Collaboration		Collaboration with partners throughout the organisation (and externally) will support the achievement of the Strategic Aims and allow a number of diverse perspectives to be explored and represented in the People Plan.
Involvement		As above, stakeholders have been involved and will continue to be involved in the development of the People Plan.