



Committee and date

Cabinet

21st December 2016

Workforce Strategy and IT Strategy

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1.0 Summary

- 1.1 These key strategies have been developed to underpin the Councils corporate plan. They are designed as enablers to support the vision and outcomes in the Corporate Plan and link directly to the Strategic Action Plan.
- 1.2 The Workforce Strategy sets out how we will ensure that the Council has the right people with the right skills, in the right place, at the right level, and at the right cost. It also sets out the organisational development requirements focussing on people, processes, systems, behaviours and business needs.
- 1.3 The IT strategy is a key document for the delivery of high quality IT support for the organisation, it sets out the principals under which IT will operate, how the function will fulfil IT Governance and Compliance roles, for example, PSN compliance. It also outlines the role of IT in Disaster Recovery and Business Continuity.
- 1.4 In addition to underpinning the Corporate plan both these strategies are aligned to the digital transformation programme which will fundamentally change how we do what we do and the skill sets required to deliver services in future.

2.0 Recommendations

- 2.1 Cabinet are requested to approve the Workforce Strategy attached at Appendix A.
- 2.2 Cabinet are requested to approve the IT Strategy attached at Appendix B.

3.0 Report

- 3.1 Details of the strategies are attached at Appendix A and B

Background Papers

- none

Cabinet Member/s

Michael Wood

Local Member/s**Appendices**

Appendix A: Workforce Strategy

Appendix B: IT Strategy