



People, Performance and Development Committee
12 Feb 2020

Our People 2025 Workforce Strategy

Purpose of the report:

To provide the Committee with an overview of the Our People 2025 Workforce Strategy.

1. Recommendations

- 1.1 It is recommended that the Committee note the contents of this report.

2. Introduction

- 2.1 One year on from its first publication, the Organisation Strategy has been refreshed to reflect the progress that has been made within the council and where our focus needs to be between now and 2025. In parallel with this the Transformation Programme has also been refreshed and a new Digital Strategy has been produced.
- 2.2 To align with this, the existing workforce strategy, Our People 2021, has also been refreshed and extended to 2025. Its areas of focus, as outlined in the presentation attached to this report, reflect where our attention needs to be in relation to our workforce (current and future) in support of our ambition to become a leading county council, delivering the Community Vision for Surrey.

3. Conclusions:

3.1 Financial and value for money implications

None in relation to this report.

3.2 Equalities Implications

None in relation to this report.

3.3 Risk Management Implications

None in relation to this report.

3.4 Implications for the Council's Priorities or Community Strategy

The Our People 2025 Workforce Strategy is a key component, alongside the Organisation Strategy and Transformation Programme, in delivering the council's priorities and enabling realisation of the ambitions as set out in the Community Vision for Surrey.

4. Next steps:

4.1 Work will be progressed as outlined in the presentation attached to this report.

Report contact: Jackie Foglietta, Director of HR&OD

Contact details: Tel: 01483404648 Mobile: 07976 112409
Email: jackie.foglietta@surreycc.gov.uk

Sources/background papers: None