

Response to HASC recommendations on CHASC Workforce Strategy

Select Committee: HASC

Committee Chairman: Cllr Angela Macpherson

Date report submitted for response: April 2016

Lead BCC Cabinet Member (where response required from BCC Cabinet) and Lead Officer: Mike Appleyard and Trevor Boyd

Suggested frequency of future updates : 6 months

Recommendation	Agreed Yes/No	Response including proposed action	Responsible Cabinet Member	Responsible Officer	Action by date
Health and wellbeing initiatives and mechanisms for how these will be communicated to the workforce are detailed in the Workforce strategy.		All Health and Wellbeing initiatives will be communicated via the CHASC Communication Hub, which is now the primary source of internal communication to all Social Care staff. This section of the strategy is being expanded upon in revisions to the current draft Workforce strategy and will be completed on target by end of May 2016		S Bowyer / S Gardiner	May 2016
Monitoring mechanisms and targets for the reduction of sickness and absence are included in the Workforce strategy		The CHASC Performance scorecard for 16/17 will report monthly on team-level information including vacancy rates and sickness absence, presenting this information through the performance monitoring framework to all tiers of management to ensure that any issues are identified early and acted upon, in line with the Workforce Strategy. This section of the strategy is being expanded upon in revisions to the current draft Workforce strategy and will be completed on target by end of May 2016		M. Everitt / S Gardiner	May 2016
The development of a business case linked to the strategy so that it is clear that the significant number of initiatives can be delivered within the resource envelope		This is being developed and will be completed on target by end of May 2016.		S Gardiner/ I Ellison / A Bulman	May 2016