



City and County of Swansea

Minutes of the Recovery & Future Generations Policy Development Committee

Remotely via Microsoft Teams

Tuesday, 22 February 2022 at 2.00 pm

Present: Councillor V M Evans (Chair) Presided

Councillor(s)

J A Hale
L V Walton

Councillor(s)

T J Hennegan
T M White

Councillor(s)

Y V Jardine

Co-opted Member(s)

Y V Jardine

Co-opted Member(s)

Co-opted Member(s)

Officer(s)

Adrian Chard

Sally-Ann Evans

Adam Hill

Kate Jones

Joanne Portwood

Strategic Human Resources and Organisational Development Manager

Lead Lawyer

Deputy Chief Executive / Director of Resources

Democratic Services Officer

Strategy and Policy Officer

Apologies for Absence

Councillor(s): D W Helliwell, M Jones, P B Smith and L J Tyler-Lloyd

25 Disclosures of Personal & Prejudicial Interests.

In accordance with the Code of Conduct adopted by the City and County of Swansea, no interests were declared.

26 Minutes.

Resolved that the Minutes of the Recovery & Future Generations Policy Development Committee held on 21 December 2021 be approved and signed as a correct record.

27 Workforce Strategy Update.

The Strategic HR & OD Manager provided an update on the Workforce Strategy. He highlighted the following:-

- Four key themes – Leadership and Management, Workforce Fit for the Future, Being an Employer of Choice and Workforce Wellbeing and Inclusion with nine underlying Strands and key activities identified.
- Consultation undertaken – Staff Survey, Employee Focus Groups, Trade Unions, Corporate Management Team and Head of Service Customer Focus Groups
- Document to be reflective of the future workforce

- A number of positions had been advertised, which were funded through the Recovery Fund to assist with pay and grading, recruitment attraction, quality systems and organisational design and behaviours
- Development of coaching framework was underway
- Workforce Equalities Group launched, concentrating on Data completeness on protected characteristics first
- Relaunching of welsh language skills provision
- Metrics and measurements for performance were included in the Strategy.

Questions and discussions focussed on the following: -

- Remit / Scope of the Workforce Equalities Group – data collection, equalities training and recruitment practices
- Other forums available such as the Ideas Hub, Corporate Workforce Group and Lets Talk Leadership Group
- Engagement with Schools – leadership development, succession planning and recruitment and retention
- Staff Storybook / Handbook
- Career development – training partnership with Gower College
- Staffing levels – to allow staff to undertake training
- Recruitment specialist – resource to carry out engagement – key performance indicators
- Staff 1-2-1's / Appraisals – more employee focussed
- Apprenticeships – links with City Deal
- Wales Union Learning Fund

The Chair thanked Officers

Resolved that the update be noted.

28 Annual Report 2021/22.

The Chair presented the Annual Report 2021/22.

The Chair thanked the Strategy and Policy Officer for her work over the municipal year as well as other Officers who had supported the Recovery & Future Generations Policy Development Committee.

Resolved that the Annual Report be noted.

29 Workplan 2021/22.

The Chair presented the Workplan 2021/22 and suggested that the following items be scheduled for the next meeting on 29 March 2022:-

- Staff Workbook
- Co-production

Resolved that the Workplan 2021/22 be updated accordingly.

The meeting ended at 2.55 pm

Chair