

**WRITTEN STATEMENT OF A NON-KEY DECISION
CABINET**

ITEM:	HEREFORDSHIRE COUNCIL WORKFORCE STRATEGY 2013-15
Members Present	Councillors: JG Jarvis (Leader), H Bramer, RB Hamilton, AW Johnson, PM Morgan, RJ Phillips, GJ Powell, PD Price (Deputy Leader).
Date of Decision:	14 March 2013
Exempt:	No
Confidential	No
Urgency/Special Urgency: (As defined in Constitution)	No
Purpose:	To approve the Herefordshire Council Workforce Strategy for 2013-15.
Decision:	THAT: (a) The Workforce Strategy (at Appendix A) be approved.
Reasons for the Decision:	The Workforce Strategy provides the direction and framework to ensure that council resources are aligned and focussed on the workforce outcomes so that the Corporate Plan priorities are achieved.
Options Considered:	The alternative option would be to do nothing. The consequence of this would mean that the organisation would be in a status quo position and therefore less likely to make best use of its people resources. Without a cohesive framework to describe how staff will be effectively aligned to deliver the corporate plan priorities, there is a risk that the priorities, including delivery of efficiencies may not be realised.
Conflict of Interest ■ (See below)	Councillor RJ Phillips – Non-pecuniary interest – Vice Chairman LGA Workforce and NJC.
Date the decision is due to take effect:	21 March 2013

COUNCILLOR JG JARVIS:..... Date: 14 March 2013
LEADER OF THE COUNCIL

- a record of any conflict of interest declared by any executive member who is consulted by the member which relates to the decision;

And

- in respect of any declared conflict of interest, a note of dispensation granted by the relevant local authority's head of paid service.

To be completed by officer:	
Date consent received from Chairman of the General Overview and Scrutiny Committee:	
Subject to Call-in:	This Decision was not called in.
Was the decision modified?	No
If yes Cabinet Member (.....) decision reference:	
If no any comment(s) to be noted	
Date original decision took effect:	21 March 2013