



**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**RECORD OF DECISIONS OF THE EXECUTIVE**

**DECISION MADE BY: Cabinet    DATE DECISION MADE: 15<sup>th</sup> February 2018**

**Agenda Item: 5**

**SUBJECT:  
RHONDDA CYNON TAF COUNCIL  
WORKFORCE PLAN 2017-22**

**Cabinet Members Present  
County Borough Councillors:**

A.Morgan (Chairman), M. Webber, R.Bevan, A.Crimmings,  
G.Hopkins, M.Norris, J Rosser, & C.Leyshon.

**Cabinet Member Apology  
County Borough Councillor:**

R.Lewis

**Other County Borough Councillors  
In Attendance:**

S Belzak, P Jarman and M Tegg.

**1. DECISION MADE:**

**Agreed –**

1. The content of the RCT Council Workforce Plan.
2. In principle to the proposed five RCT Council Workforce Plan delivery aims which will utilise and develop the workforce to realise its full potential and capacity to achieve the best for residents.
3. To the monitoring of actions within individual delivery plans.

**2. REASON FOR THE DECISION BEING MADE:**

The need to advise Members of The RCT Council Workforce Plan, which will help to ensure that the Council recruits and retains the best possible employees in the labour market and develops staff in order for the workforce to fulfil its potential by having the required skills, resilience and capability to meet future challenges and opportunities. This will support the Council to realise its vision and achieve the priorities as set out in the Corporate Plan 2016-20, 'The Way Ahead

**3. LINKS TO CORPORATE PRIORITIES / FUTURE GENERATIONS – SUSTAINABLE DEVELOPMENT.**

The RCT Council Workforce Plan has a clear link to the Council's priorities of economy, people and place as it will help to ensure that the Council has the right people with the right skills in the right place at the right time to achieve Council priorities.

**4. CONSULTATION UNDERTAKEN PRIOR TO DECISION BEING MADE:**

As outlined within section 9 of the report, as individual policies, work processes and projects are considered by members, Human Resources will consult and engage with managers, staff and Trade Unions as appropriate

**5. PREVIOUS CONSIDERATION BY A COMMITTEE OF THE COUNCIL**

None

**6. PERSONAL INTERESTS DECLARED:**

None

**7. DISPENSATION TO SPEAK (AS GRANTED BY STANDARDS COMMITTEE):**

N/A

**8. (a) IS THE DECISION SUBJECT TO CALL-IN BY THE OVERVIEW AND SCRUTINY COMMITTEE:**

YES  NO

**Note:** This decision will not come into force and may not be implemented until the expiry of 5 clear working days after its publication i.e. **23rd February, 2018** to enable it to be the subject to the Call-In Procedure in Rule 17.1 of the Overview and Scrutiny Procedure Rules.

**8. (b) IF NO, REASONS WHY IN THE OPINION OF THE DECISION-MAKER THE DECISION IS DEEMED EXEMPT OR NON APPLICABLE:**

- I. COUNCIL FUNCTION (CALL IN IS THEREFORE NON APPLICABLE):-  
Reason:.....**N/A**.....
- II. URGENT DECISION:-  
Reason:.....**N/A**.....

**8. (c) IF DEEMED URGENT - SIGNATURE OF MAYOR OR DEPUTY MAYOR OR HEAD OF PAID SERVICE CONFIRMING AGREEMENT THAT THE PROPOSED DECISION IS REASONABLE IN ALL THE CIRCUMSTANCES FOR IT BEING TREATED AS A MATTER OF URGENCY, IN ACCORDANCE WITH THE OVERVIEW AND SCRUTINY PROCEDURE RULE 17.2:**

N/A

.....  
(Mayor)

.....  
(Dated)



.....  
(Proper Officer)

15<sup>th</sup> February, 2018  
(Dated)