

10.9. Workforce Development Day

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ATTACHMENTS	Nil
CSP LINK	5. Our Civic Leadership 5.2 Strong civic leadership and customer focussed services

PURPOSE:

The purpose of this report is to seek Council's approval for the closure of Council offices and facilities for the day of Thursday 16 May 2024. The purpose of the closure is to allow all staff the ability to attend a Council-wide workforce development day.

EXECUTIVE SUMMARY:

- Council is currently working through a multi-year review and improvement process focused on structure, strategy, process, and system improvement.
- These elements of Local Government administration, combined with learning and development opportunities, contribute to a high performing and engaged workforce culture.
- Our workforce is diverse, with over 100 different services delivered to the community from multiple locations across the Local Government Area (LGA).
- By coming together for one day each year to learn and contribute together with colleagues from across Council, employees can be informed and engaged in plans for the year ahead.

RECOMMENDATION:

- 1. THAT** Council endorse the closure of Council's administration office, Stanton Library, and other Council facilities on Thursday 16 May 2024 for a workforce development day.
- 2. THAT** the community be actively informed of the closure through all communication channels available.

Background

Workforce development is a critical aspect of any organisation's success. Investing in the skills, knowledge, and well-being of employees not only enhances their individual performance but also contributes to the overall growth and effectiveness of the organisation. One effective way to prioritise workforce development is through the implementation of a dedicated workforce development day, during which all Council facilities and services are closed to allow all staff to attend development activities.

Report

A dedicated workforce development day provides employees with the opportunity to engage in training sessions, workshops, and other activities tailored to enhance their skills and knowledge relevant to their roles.

Workforce development days are also strategically planned to prepare employees for future challenges and opportunities. Over the coming four years, Council will be working through a significant program of improvement. It is important that all staff are kept informed and engaged in this process and are understanding of the challenges and opportunities faced.

By demonstrating a commitment to employee engagement and development through the establishment of a workforce development day, organisations signal to their staff that their contribution, growth, and well-being are valued. This can lead to increased job satisfaction, morale, and overall engagement among employees.

Bringing together all staff members for a workforce development day presents an excellent opportunity for team-building activities, collaborative workshops, and open forums for communication and problem-solving. Strengthening relationships among colleagues fosters a more cohesive and productive work environment, where ideas can be freely exchanged, and collective goals pursued more effectively.

The focus of this year's workforce development day will be planning for the next ten years. This will include sessions on Council's development of strategy, general problem solving, and a broader workforce strategy, including new ways of working.

On call services for the purpose of urgent or emergency situations will be arranged.

Consultation requirements

The closure of Council facilities will require communication to residents. Communication will be provided via Council's social media, website, and newsletters.

Financial/Resource Implications

The workforce development day will be funded from Council's existing human resources budget.