

Corporate Risk 18 – Workforce Planning

Since the last meeting of the Audit and Risk Management Committee, the flexible retirement of a chief officer has been agreed. There is no additional cost to the organisation of the retirement, for example no enhancement of pension. The Chief Officer in this case will provide a handover period to his successor and will deliver a significant project for the City of London Corporation at less cost than consultancy.

In general flexible retirements will be agreed where they similarly benefit the organisation and are at no cost to the organisation. There may be exceptional circumstances where there is some small cost, which generates greater savings where it would be appropriate to agree a flexible retirement.

Part of our HR strategy is to recruit to vacant posts faster whilst retaining the quality of the recruitment. This involves reengineering process. November 17th saw the first part of this strategy with the launch of the new recruitment self-service modules. This should shorten process times and reduce cost of recruitment.

In September we also had our IIP inspection, and I am pleased to say not only have we retained IIP where many other organisations have not, we have been successful in achieving a greater number of indicators. We are aiming for the Gold award within the next 2 years. Much of the assessment has been about workforce development and the assessors were impressed with our workforce planning, but we recognise it is not necessarily of the same quality across the whole organisation.

Also in September we achieve 'Achievement' in the Workplace Well Being Charter, and indication of our commitment to the health of our staff and addressing lifestyle issues. We are aiming for Excellence (the highest level) in the next 12 months.

The IIP assessment and Workplace Well Being Charters are important in being an organisation which is attractive to work for. Added to this we are also pleased to report the success of City Learning Live week which explored the issue of diversity and inclusion for performance.