

Report of the Chief Executive

SUCCESSION PLANNING FRAMEWORK1. Purpose of report

To advise Committee of the introduction of a framework to assist in the process of Succession Planning.

2. Detail

In 2020, the Council adopted an Organisational Development Strategy. The aim of this was *“To enable Broxtowe Borough Council to meet current and future organisational aims and objectives through the recruitment, development, and retention of a well led, highly skilled, flexible and motivated workforce supported by well-aligned strategy and processes, and full use of new technology.”*

Objective 4 within this strategy was *“Planning for the workforce of the future and being an employer of choice”*. A key action to meet this objective was highlighted as *“Ensuring effective workforce and succession planning processes and policies are in place by continuing to provide frameworks for the up-skilling/re-skilling of employees”*.

The procedure detailed in the appendix is intended to provide a strategic framework to ensure Broxtowe Borough Council has identified its key posts and has considered issues of resilience in support of the delivery of the Corporate Plan 2020-24. The procedure details the definition of succession planning, the roles and responsibilities of those involved, how to identify successors for vacant posts and how to recruit and select successors.

The framework attempts to ensure there is a consistent way of implementing succession planning within the organisation as opposed to applying it on an “ad hoc” basis.

Recommendation

The Committee is asked to RESOLVE that the Succession Planning Framework be approved and an update on the Framework be reported back to the Personnel Committee within 12 Months.

Background papers

Nil