

By: Peter Oakford – Deputy Leader of the Council and Cabinet Member for Finance, Corporate and Traded Services

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To: Personnel Committee **Date:** 20 September 2023

Subject: The Future of Work

Classification: Unrestricted

Summary: Further to the paper and presentation provided to Personnel Committee on 15 June 2023, this paper provides a brief overview of the future of work, our insights and learning to date.

1. Introduction

1.1 We continue to see a rapid pace and scale of change across the public and private sector. The last three years have seen a seismic shift in demand, expectation, and approach to work, with greater demand for flexibility at the same time as ensuring meaningful connections with those who draw on our services and our employees. We know that the emergence of new technologies continues to shape daily communication and connection. The relative stability of employment and slow economic recovery remains a significant challenge for employers.

1.2 The People Strategy has taken account of the changes in the working environment, flexible approaches to work, including the use of our buildings and the development of new support interventions and development for Managers and Staff. We will provide a presentation on the factors that we believe will impact and influence the ongoing development of our professional approaches to managing and supporting our people.

2. Highlights

2.1 Following on from the presentation in June, we will provide Personnel Committee with a precis of the key areas of focus for the future of our work. We will examine in brief the research and context and explore whether the workplaces have reached a settling point post covid. Research has been drawn from industry specialists and our own lead professionals who review policy and strategy in HR & OD.

2.2 The presentation on the 20 September 2023 will provide an opportunity for Members to discuss key themes including:

- Issues and Trends in the workplace
- Employment Action and the KCC response
- Skills
- Technology

3. Recommendation

3.1 Personnel committee are invited to consider and comment on the content of the further presentation.

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Background documents: The Future of Work Report to Personnel Committee 15 June 2023 and the copy of the presentation that was circulated to Members on 19 June 2023.