

## Overview & Scrutiny Recommendation Response Pro forma

*Under section 9FE of the Local Government Act 2000, Overview and Scrutiny Committees must require the Cabinet or local authority to respond to a report or recommendations made thereto by an Overview and Scrutiny Committee. Such a response must be provided within two months from the date on which it is requested<sup>1</sup> and, if the report or recommendations in questions were published, the response also must be so.*

*This template provides a structure which respondents are encouraged to use. However, respondents are welcome to depart from the suggested structure provided the same information is included in a response. The usual way to publish a response is to include it in the agenda of a meeting of the body to which the report or recommendations were addressed.*

### Issue: Workforce Strategy

**Lead Cabinet Member(s):** Cllr Neil Fawcett, Cabinet Member for Corporate Services

**Date response requested:**<sup>2</sup> 19 September 2023

### Response to report:

*Enter text here.*

### Response to recommendations:

| Recommendation   | Accepted, rejected or partially accepted | Proposed action (if different to that recommended) and indicative timescale (unless rejected)                      |
|--|--|--|
| <b>That the Council develops specific workstreams within its Workforce Strategy,</b> | Accepted                                 | Oxfordshire County Council is committed to supporting our Armed Forces and the Armed Forces Covenant. Together, we |

<sup>1</sup> Date of the meeting at which report/recommendations were received

<sup>2</sup> Date of the meeting at which report/recommendations were received

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| <p><b>backed by targets, around attracting and supporting spouses and partners of military personnel to work for the Council, including steps taken to reinvigorate its existing commitments.</b></p> |  | <p>acknowledge and understand that those who serve or have served in the Armed Forces, and their families, should be treated with fairness and respect in the communities, economy and society they serve with their lives.</p> <p>As part of our workforce strategy action plan, we have identified initiatives which support the Armed Forces. Plans are being produced which will involve project teams with appropriate stakeholders with robust timelines for delivery and where appropriate, agreed targets. We have also committed to undertaking a comprehensive review of our current initiatives to ensure we understand what is working well and what we could do differently. This includes a review of our 'buddying' system and training on the Armed Forces Covenant as well as how we advertise and engage partners of military personnel for short- and long-term contracts of employment within OCC.</p> |
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