

## **Registers of Scotland**

### **RoS Board**

**13 September 2022**

### **Strategic Workforce Planning Backbrief**

#### **Purpose**

1. The purpose of this paper is to provide a backbrief following attendance at the RoS Board in June. It will also provide a short update on the progress of the Strategic Workforce Plan (SWP) project in response to points discussed at the June Board.

#### **Summary of discussion**

2. The paper shared at the June Board provided an update on the progress of the SWP and the creation of the SWP project. It outlined:

- A high level heatmap and the assumptions which were made when this was created
- The interventions available to us to help change the shape of the workforce in support of the desired outcomes
- A heatmap of the interventions, articulating the effort required and current readiness of each
- Details of the SWP project

3. The discussion covered the following key points:

- Prioritisation/sequencing is critical to the successful delivery of this piece of work
- Dependence on domain work and HROD capacity
- The scalability of Grow Our Own and the need to link this to SWP outcomes
- The need to articulate external factors which could impact RoS workforce during the lifetime of the corporate plan
- Suggestion to explore what other organisations are doing in relation to SWP and how we can leverage this to support our activities

#### **Progress**

4. Since the June Board, the project has invested time to understand the four scenarios outlined in the Corporate Plan 2022/27 and what this would mean for our workforce. As part of this workshop, further scenarios were considered, and additional factors were discussed which would have an impact on our needs and our ability to deliver. For example, a more drastic drop in the market than currently considered in the modelling and the potential loss of a substantial number of our contingent workers. BIA will be looking at how these will change the capacity modelling and the project will articulate what this would mean for our workforce.

5. The previous paper outlined the available interventions we could take to change the shape of the organisation. We will utilise the outputs of the scenario planning session to help prioritise these interventions so we are focusing time and effort in the spaces which will provide the desired outcome.

6. The Board suggested it would be helpful to understand what other organisations are doing to support their workforce planning. We have been meeting with Gartner specialists to gain more insight into best practice and reaching out through networks to see what templates or guidance is available. The Civil Service SWP Network is proving to be a particularly helpful resource. CIPD learning and other resources are being utilised.

7. Having reviewed a number of examples from other organisations, the project has started to compile the available data into a template which will support the creation of a minimal viable product (MVP) strategic workforce plan.

### **Conclusion**

8. The Board is invited to note the update provided and that the project will attend RoS Board in January to update on progress.

**Job Title** Business Development Director  
**Directorate** SWP project  
**Date** 29 August 2022