

Strategic Workforce Planning Practice in the Public Sector

State Government Landscape

The State Government is continually driving efficiencies in order to encourage agencies to harness the benefits of technology and other business advances, and to manage expenditure on public sector salaries.

The “**Workforce Renewal Policy**” has added to the pressure on agencies to achieve salary savings.

In an environment of increasing community expectations, it is important for agencies to plan wisely in order to develop a workforce that can deliver the best return on salary investment.

Price Consulting Group has worked closely with many government clients over the last 17 years, and has a strong track record of success in developing innovative strategies that respond to complex talent requirements, while representing value for money.

Strategic Workforce Planning

The competition for talent, rapid technological change and the continuing urgency to create more innovative products and services are factors that create the perfect storm in organisations today. Organisations are looking to create more agile workforces, better able to be mobilised when and where they are needed.

When it comes to talent management, Price Consulting Group is one of the most widely used consultancies working within the WA public sector. We have a reputation for delivering quality, efficiency and innovation.



Strategic workforce planning is an organisational capability that assists leaders and managers plan for the future, anticipate change, manage the workforce and meet business goals. It provides an evidence base for making workforce decisions that align with the strategic goals of the organisation. Agencies will need to think strategically about what roles are critical to business goals and the people and skills that must be retained in the face of achieving salary savings. Price Consulting Group can assist agencies to make these strategic decisions using workforce planning.

Common Public Sector Workforce Risks

Lack of capability in strategic workforce planning can lead to:

- Business objectives not being met because of gaps in essential skills and capabilities.
- Failure to optimise available resources to areas of urgent need or over servicing in other areas, in an environment of cost reduction.
- Untreated risk from demographics (ageing workforce), lack of available talent (skill shortages), lack of requisite leadership (performance), lack of critical roles (foregone revenue and decreased market share).
- Low employee engagement due to uncertainty about possible career paths.
- Not matching employees to areas of need, resulting in excessive salary bills.

In Response - A practical results driven system

Price Consulting Group’s system, designed for organisations at any stage of their workforce planning journey, covers four main areas:

- Conducting a strategic workforce review, environmental scanning and workshops to uncover your organisation’s workforce strategy.
- Creating a demand and supply staffing model that will improve resource allocation.
- Working with you to analyse your critical human capital risks and develop pragmatic HR solutions.
- Setting you on the pathway to effective implementation of your workforce plan.

PROGRAM GOALS

Our clients draw from our experience to achieve two key goals:

TO DEVELOP A PROCESS THAT:

- Is well planned and efficiently implemented
- Provides a range of consulting options covering assessments, surveys, workshops and off-site research
- Is defensible and transparent in decision-making
- Is customised to the needs and skills of your team
- Quantifies the workforce issues using your HR data
- Is in keeping with best practice
- Builds on your current workforce initiatives
- Is aligned to your business strategy
- Build's the organisation's reputation

TO DELIVER RESULTS THAT WILL:

- Reduce business costs by better allocating resources to your workforce
- Predict areas of resource and capability risk
- Create defensible business cases for your workforce investment
- Increase the quality of your recruitment programs
- Lift your organisation's productivity
- Deliver better talent outcomes



Price Consulting Group

WA owned and operated, Price Consulting Group has been providing management and human resource consulting services to government, corporate and private organisations for over 17 years. One of our areas of speciality is recruitment.

We are committed to helping organisations achieve greater results and success through effective strategic and HR management. Our aim is to develop a strong partnership with you so we can understand your organisation and provide cost-effective and innovative solutions that meet your unique needs.

We have a team of highly skilled and experienced Consultants who bring their knowledge and passion for their work into your organisation. We carefully match Consultants to work assignments so that you will have the benefit of dealing with an industry expert – no matter how large or small your team, you will be treated like a 'big fish in a small pond'.

Our Services

Improving Productivity and Performance

- ◆ Strategic & business planning
- ◆ Change management
- ◆ HR & workforce planning & policy
- ◆ Organisational review & development
- ◆ Restructures, job design & work evaluation
- ◆ Business & performance reviews
- ◆ Employer branding
- ◆ Attraction & retention strategies
- ◆ Recruitment & executive search
- ◆ Training, facilitation and workshops
- ◆ Employee relations

Contact us to discuss your needs and for a comprehensive quote on (08) 9261 7738 or info@priceconsulting.com.au