

Resourcing Strategy

2021/22 - 2025/26

Hunter's Hill Council

MAY 2021



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WORDS OF WISDOM

“If you define the
problem correctly, you
almost have the
solution.”

STEVE JOBS

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INTRODUCTION

Every council in NSW operates within the Office of Local Government's Integrated Planning and Reporting (IP&R) Framework. The Framework requires councils to deliver a suite of strategic documents that support a holistic approach to planning for the future, including a 10-year Community Strategic Plan, a four-year Delivery Program and annual Operational Plan. These are informed by a Resourcing Strategy that consists of a:

- Long Term Financial Plan
- Workforce Plan
- Asset Management Strategy, Policy & Plan
- Digital & Customer Information Plan

This document is a summary of these individual plans (links have been provided to each one).

The Hunter's Hill Council Resourcing Strategy supports the Community Strategic Plan 2030.

Where the CSP provides the community the opportunity to express their long-term community goals, the Resourcing Strategy details how Council can help achieve these in terms of time, money, assets, information technology and people.

What does the Resourcing Strategy consist of?

Long Term Financial Plan
(LTFP)

Digital Asset
Management Plan
(DAMP)

Workforce Management
Plan (WMP)

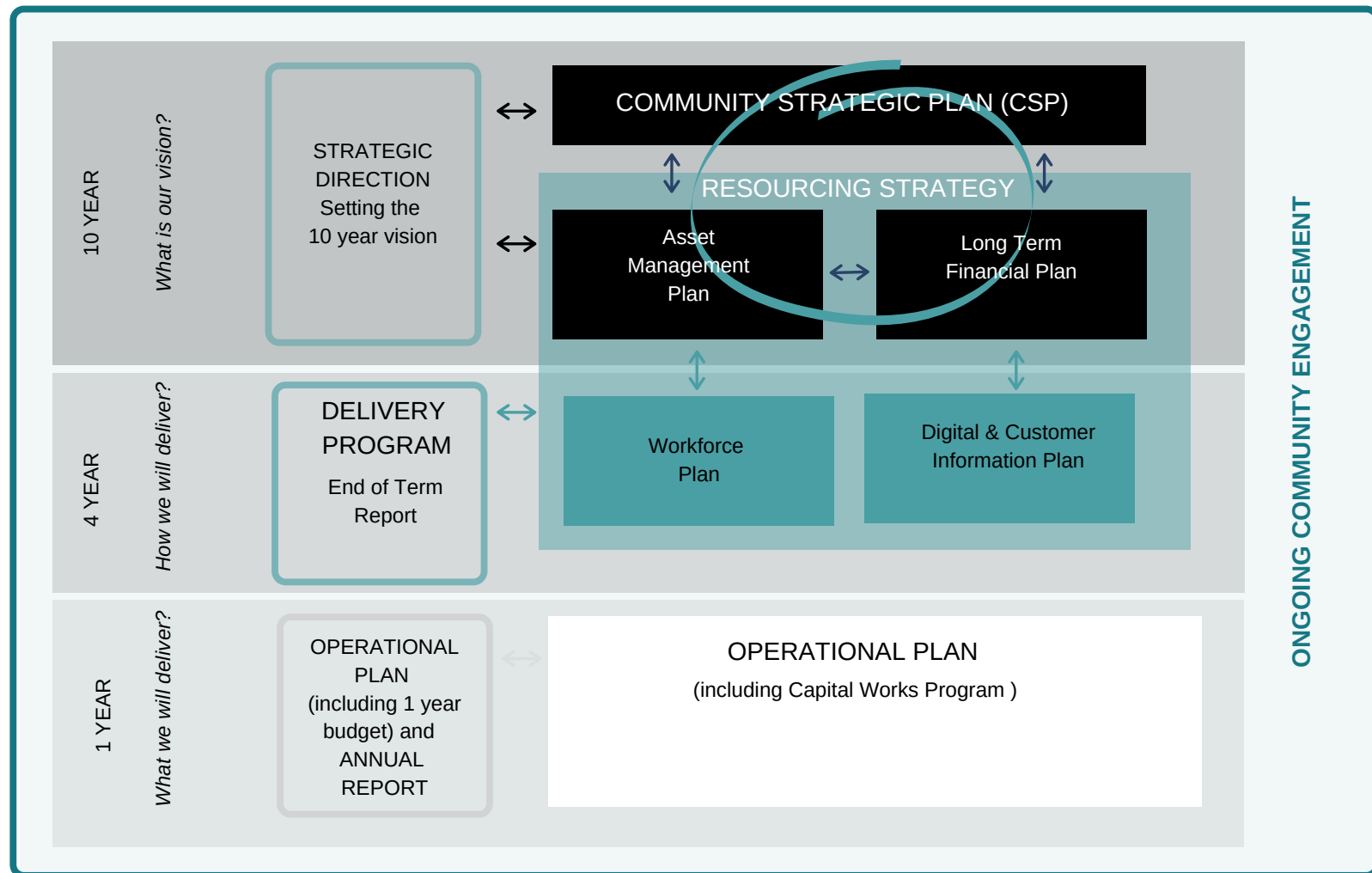
Digital & Customer
Information Plan (DCIP)

Where does the Resourcing Strategy fit in IP&R?

1

2

3



The Long Term Financial Plan



The Long Term Financial Plan (LTFP) explains how we will achieve financial sustainability over the long term.

The Plan incorporates easy to read commentary to explain financial information and includes different scenarios (e.g., planned, optimistic, conservative), as well as a sensitivity analysis.

Information explaining Special Variation (SV) to rates scenarios, needs and analysis as well as projected income and expenditure, balance sheet and cash flow statement are all outlined.

The LTFP outlines how we will enhance our financial strength and sustainability. It will guide how we make decisions that are best placed for our community to thrive into the future.

The LTFP extends for 10 years and is integrated throughout the Asset Management Plan, Workforce Plan and Digital and Customer Information Plan.

The Asset Management Strategy, Policy & Plan



The Asset Management Strategy, Policy and Plan (AMSP) describes the condition of our key assets, which includes:

- roads
- footpaths
- kerb and gutters
- open spaces
- stormwater pipes and pits
- marine structures
- buildings.

The AMSP identifies acceptable levels of service and determines how these assets will be improved to meet the needs of the community. It also identifies the financial and workforce resources required to support sustainable service delivery.

Long term projections of asset maintenance, rehabilitation and replacement costs have been included to demonstrate how we manage our assets using a lifecycle approach.

The Workforce Plan



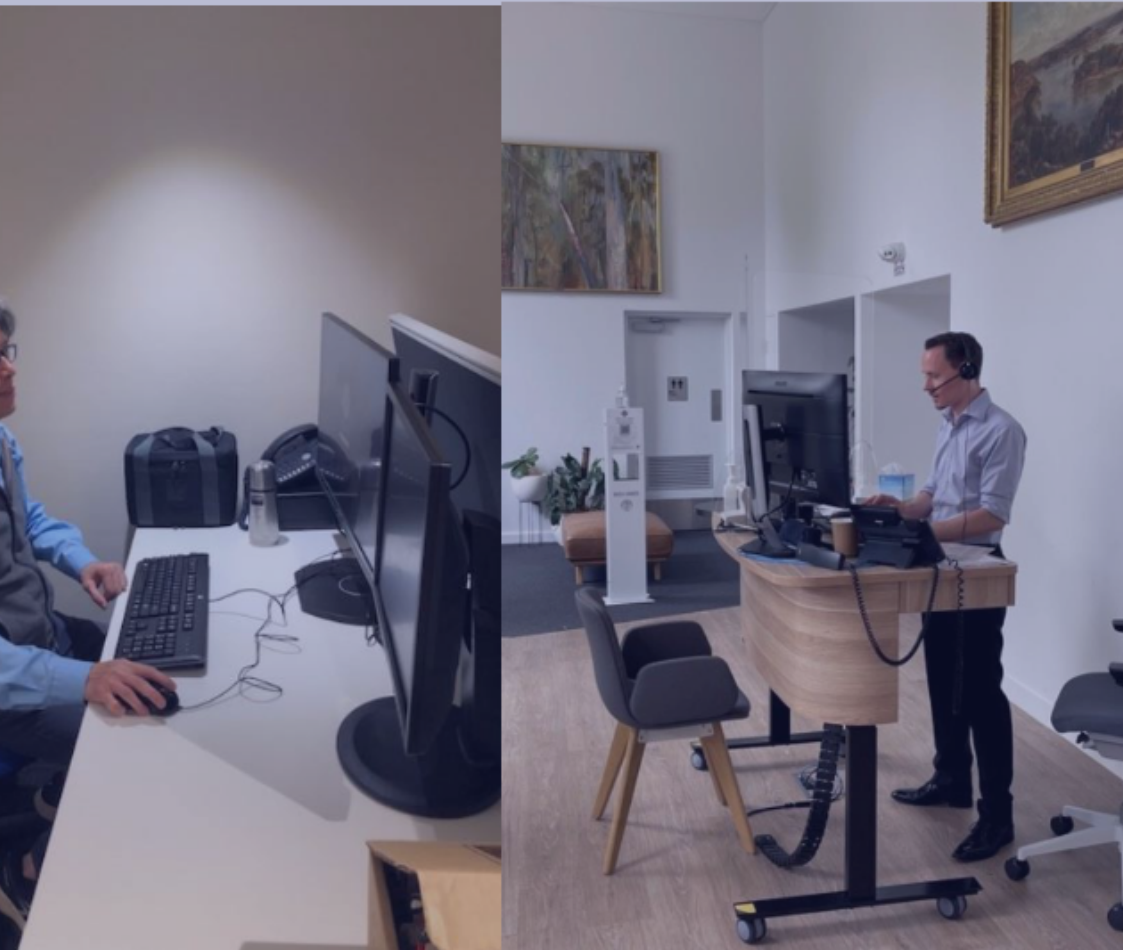
The Workforce Plan embraces our commitment to be sustainable and thriving as an organisation and adopts an integrated and collaborative approach to delivering services.

In partnership with Council's Long Term Financial Plan, Strategic Asset Management Plans and the Digital and Customer Information Plan, the Workforce Plan is about ensuring that there are sufficient resources available in the right place, at the right time, with the right skills to deliver on the community's vision and aspirations for their place and community.

As a diverse workplace we believe that our people are critical to our success. Our people are therefore supported by strong leadership, professional and technical advice, skills and capabilities, collaboration, productivity and pride in the organisation.

The Workforce Plan identifies our current and predicted workforce issues including; succession planning, planning for retirement, skill shortages and explains what we are going to do to address these,

The Digital & Customer Information Plan



The Digital and Customer Information Plan (DCIP) identifies the use of technology as an enabler to provide consistent and positive customer experiences.

The Plan outlines our guiding principles; our customer experience comes first, our information is an asset, we engage our workforce and we integrate and automate our systems.

Importantly, the DCIP defines how digital and customer information projects and programs will be resourced to achieve our goals:

- customer experience is enhanced by online experiences
- information is open and accessible
- digital systems drive efficiency
- systems are secure and reliable.

The DCIP will ensure our internal and external customers have the ability to provide and access information and transactions efficiently and effectively.