

 <b>Employment Committee – 7<sup>th</sup> April</b>		<b>Agenda Item No. 7</b>
<b>Title</b>	People Strategy Update Employment Committee	
<b>For further information about this report please contact</b>	Tracy Dolphin – Interim HR Manager	
<b>Wards of the District directly affected</b>	None	
<b>Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?</b>	Yes/No	
<b>Date and meeting when issue was last considered and relevant minute number</b>	December 2013	
<b>Background Papers</b>	None	

<b>Contrary to the policy framework:</b>	Yes/No
<b>Contrary to the budgetary framework:</b>	Yes/No
<b>Key Decision?</b>	Yes/No
<b>Included within the Forward Plan? (If yes include reference number)</b>	Yes/No
<b>Equality &amp; Sustainability Impact Assessment Undertaken</b>	Yes/No (If No state why below)
EAI's will be undertaken if required for each section of work rather than the collated collection of work which is the People Strategy document.	

<b>Officer/Councillor Approval</b>		
<b>Officer Approval</b>	<b>Date</b>	<b>Name</b>
Chief Executive/Deputy Chief Executive		CMT
Head of Service	March 2013	Susie Drummond
CMT		As above
Section 151 Officer	March 2013	Mike Snow
Monitoring Officer	March 2013	Andy Jones
Finance	March 2013	Mike Snow
Portfolio Holder(s)		Cllr Moira Anne Grainger
<b>Consultation &amp; Community Engagement</b>		
This is an update for Jan – March 2014 and describes any changes as discussed at the People Strategy Steering Group on the 25 <sup>th</sup> March prior to Employment Committee or 27 <sup>th</sup> November		
<b>Final Decision?</b>	Yes/No	
<b>Suggested next steps (if not final decision please set out below)</b>		

## 1. **SUMMARY**

- 1.1 This report is an update on progress made on the People Strategy Action Plan following the March People Strategy Steering group.

## 2. **RECOMMENDATION**

- 2.1 That Employment Committee note the report and feedback from the Employment Committee Chairman

## 3. **REASONS FOR THE RECOMMENDATION**

- 3.1 The People Strategy Action Plan is an ongoing working document that reports progress at Employment Committee on a regular basis.

## 4. **POLICY FRAMEWORK**

- 4.1 **Policy Framework** – the report does not bring forward changes to the policies listed below:

- Fit for the Future – see below

- 4.2 **Fit for the Future** – The strategy is in its 3rd year of review and reflects the priorities and actions that were key themes from the IIP assessment. The themes within FFF encourage a focus on the customer and continuous improvement – both of these are reflected in the revised strategy and many of the actions will bring about the cultural change that is key within the FFF programme.

## 5. **BUDGETARY FRAMEWORK**

- 5.1 There is not an impact on the Budgetary Framework, including the process set out in the Budget and Policy Framework Procedure Rules within the Constitution.

## 6. **ALTERNATIVE OPTION(S) CONSIDERED**

- 6.1 None considered

## 7. **BACKGROUND**

- 7.1 The People Strategy Steering Group comprises Cllrs Bunker, Barrott, Mobbs, Falp, Wreford-Bush and Heads of Service from Culture, Neighbourhood Services, Development Services and chaired Tracy Dolphin, Interim HR Manager and Sue Firminger, Senior HR Officer. Chris Elliott, Chief Executive has joined the group in absence of HR/OD Manager and Corporate & Community Services Head of Service.

- 7.2 The Steering Group meets quarterly prior to the Employment Committee and reviews successful work completion, plans in progress for completion and areas to highlight.

- 7.3 Areas of Success/Highlights for the period being reviewed are:
- 7.3.1 Interim HR Structure now in place to support key HR projects. *People Strategy Plan to be updated within the next quarter to align to the new HR Forward Plan highlighting prioritised projects against resources.*  
New Heads of Service have volunteered to join the group and support the revision and progression of the People Strategy.
  - 7.3.2 Managing People – Employment data up-to-date to review absence/capability/grievances/disciplinary/appeals/long term sickness
  - 7.3.3 The Appraisal and Competency scheme revised and due for launch w/c 24<sup>th</sup> March as part of the Engagement project based on feedback from the Staff Focus Group and external evaluation.
  - 7.3.4 Communication & Engagement initiative running at full speed: New Core Brief format; new SMT actions; proposal for Staff Council; IT promotions of Jabber/Intranet at Senior Officers in February
  - 7.3.5 Revised CX Talk – ‘Let’s Talk’ sessions fully booked, excellent feedback to first sessions
  - 7.3.6 Riverside House Project group on-going linking with flexible working options and change initiatives.
  - 7.3.7 New programme of bite-sized HR Workshops for new/existing and aspiring managers within the organisation.
  - 7.3.8 Commensura review launched to assess controls and evaluate quality/quantity of candidates.