

 <b>Employment Committee – 8<sup>th</sup> April 2013</b>		<b>Agenda Item No. 6</b>
<b>Title</b>	Quarterly People Strategy Update	
<b>For further information about this report please contact</b>	Karen Warren – HR & OD 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Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?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>	January 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 Doody
<b>Consultation &amp; Community Engagement</b>		
This is an update for the last quarter for the financial year 2013/14 and describes any changes as discussed at the People Strategy Steering Group prior to Employment		
<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 People Strategy Steering group – comprised of a sub group of Employment Committee and Senior Officers.

## 2. **RECOMMENDATION**

- 2.1 That the Committee note the report and feedback from the Employment Committee Chairman
- 2.2 That in line with other working groups the representation should be made cross party and each group is invited to nominate a member to sit on the PSSG.

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

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

## 4. **POLICY FRAMEWORK**

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

- Development Plan Documents
- Fit for the Future – see below
- Food Law Enforcement Service Plan
- The plan and strategy which comprise the Housing Investment Programme

- 4.2 **Fit for the Future** – The strategy now 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 of Cllrs Bunker, Barrott and Mobbs with Heads of Service from Culture, Neighbourhood and Community Protection joined by the Learning and Development Officer and the HR and OD Manager.
- 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. In addition, this meeting also covered the areas to be continued on the new people strategy action plan for 2013/14.

### 7.3 Areas of Success for this Quarter are:

- 7.3.1 The Chief Executive's speech 'EXPO 13' was a new approach held for all staff and members at the Spa Centre showcasing the wide variety of work that the Council covers. It gave an opportunity to display some of the successful work undertaken over the last year and showcase successes. It demonstrated good communication channels, an opportunity to ask about projects and work and learn more about what we do at the Council. It was open to all staff regardless of role and place of work, bringing staff and managers together sharing successes – including many Councillors.
- 7.3.2 The Appraisal and Competency scheme has been revised with the feedback from all parts of the Council from focus groups, staff, union and managers whilst keeping in sight the input from the IIP Advisor. This was on the Action Plan for completion this year with the aim for implementation 2013/14. This is now completed. It will appear on the 2013/14 Action Plan as 'review'.
- 7.3.3 SMT developed their own indicator for Cultural Change with a measure based on Bronze, Silver and Gold standards; this is measured by each service area and then averaged to the Council as a whole. This was signed off by SMT and completed initially with a benchmark for each service area; it will be reviewed by SMT throughout the year as an indicator of progress made.
- 7.3.4 Guides and Toolkits for staff have been completed for the 'On Course' training catalogue. This is in its second year of production after being rated by staff and managers alike as extremely useful when planning development. The revised 'skills' booklet to support staff that are 'at risk' gives easy to read and supportive guidance on how to ensure they can secure and continue employment within the Council.
- 7.3.5. The Payroll team have joined the HR&OD team where they are working on integrating work across both teams and options for service delivery.
- 7.3.6 An overall indication of work completed and delivered against the People Strategy 2012/13 as at PSSG meeting on 13<sup>th</sup> Dec 2012 was 44%. At the PSSG meeting on 5th March 2013, work completed against the plan is 67%.
- 7.3.7 A revised plan for 2013/14 will be produced that will have actions carried forward from the previous plan with additional work for the coming year. This will be shared with Employment Committee at the next meeting having been proposed by the PSSG.