


|   |   |                          |
|---|---|--------------------------|
|  <b>Members / Trades Unions Joint Consultation &amp; Safety Panel - 4 September 2012</b>   |   | <b>Agenda Item No. 7</b> |
| <b>Title</b>  | <b>People Strategy Update including IIP Actions</b> |                          |
| <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Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?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> | No  |                          |
| <b>Date and meeting when issue was last considered and relevant minute number</b>   | September 2011                                      |                          |
| <b>Background Papers</b>  | None  |                          |

|  |    |
|--|----|
| <b>Contrary to the policy framework:</b>   | No |
| <b>Contrary to the budgetary framework:</b>  | No |
| <b>Key Decision?</b>   | No |
| <b>Included within the Forward Plan? (If yes include reference number)</b>   | No |
| <b>Equality &amp; Sustainability Impact Assessment Undertaken</b>  | No |
| EAs 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  | 18/6/12     | CMT            |
| Head of Service   | 18/6/12     | Susie Drummond |
| CMT   | 18/6/12     | As above       |
| Section 151 Officer   |             | Mike Snow      |
| Monitoring Officer  | 18/6/12     | Andy Jones     |
| Finance   |             | Mike Snow      |
| Portfolio Holder(s)   |             | Cllr Grainger  |
| <b>Consultation &amp; Community Engagement</b>  |             |                |
| <p>The changes are that the IIP action plans have been incorporated into the People Strategy</p> <p>SMT have seen the IIP action plan list and this document separately.</p> <p>Employment Committee on 24<sup>th</sup> September</p> |             |                |
| <b>Final Decision?</b>  | Yes         |                |
| <b>Suggested next steps (if not final decision please set out below)</b>  |             |                |

## 1. **SUMMARY**

- 1.1 This report brings forward an updated People Strategy Action Plan following the Investors in People (IIP) assessment in May 2012.

## 2. **RECOMMENDATION**

- 2.1 That the Committee note the report.

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

- 3.1 The IIP action plan needs to be delivered and by being incorporated into the People Strategy Action Plan, they can be monitored and delivery can be measured.

## 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 To have a separate action plan; this was discounted as it should be captured in the umbrella strategy of the People Strategy

## 7. **BACKGROUND**

- 7.1 The revised action plan is attached at Appendix 1.