

 <b>Employment Committee 25<sup>th</sup> March 2015</b>		<b>Agenda Item No.</b>  <b>6</b>
<b>Title</b>	People Strategy Update	
<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Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?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>	No	
<b>Date and meeting when issue was last considered and relevant minute number</b>	December 2014	
<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)

<b>Officer/Councillor Approval</b>		
<b>Officer Approval</b>	<b>Date</b>	<b>Name</b>
Chief Executive/Deputy Chief Executive	25/2	Chris Elliott/Andrew Jones/Bill Hunt
Head of Service	25/2	Chris Elliott
CMT		As above
Section 151 Officer		Mike Snow
Monitoring Officer		Andy Jones
Finance		Mike Snow
Portfolio Holder(s)		
<b>Consultation &amp; Community Engagement</b>		
This is an update for January 2015 – March 2015 and describes the updates that were taken to CMT/SMT and People Strategy Steering Group prior to Employment Committee		
<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 the progress made against the People Strategy Action Plan 2012- 2015 discussed at CMT/SMT and People Strategy Steering group – comprised of a sub group of Employment Committee and Senior Officers.

## 2. **RECOMMENDATION**

- 2.1 That Employment Committee note the report and feedback any comments to take to the next People Strategy Steering Group meeting planned for June 2015 to enable an updated strategy and action plan to be prepared.

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

- 3.1 The People Strategy Action Plan is an ongoing working document that reports progress at SMT/CMT/Employment Committee on a quarterly basis. The 3 year life-cycle of the plan has now been summarised to ensure actions achieved are recognised and new actions/ongoing actions for an updated People Strategy 2015-2018 are planned.
- 3.2 Actions for the new plan will link to Peer Review/IiP assessment March 2015/Staff Survey planned for March 2015/People Strategy Steering Group priorities and themes.

## 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 4th year of review and reflects the priorities and actions that were key themes from the IIP assessment 2011. The themes within FFF focus on Service, People, Money – all of these are reflected in the strategy with many of the actions influencing the different ways of working which are key within the FFF programme. This will continue to be updated as part of the new plan for 2015 – 2018.

## 5. **BUDGETARY FRAMEWORK**

- 5.1 There is no impact on the Budgetary Framework.

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

- 6.1 None considered

## 7. **BACKGROUND**

- 7.1 The People Strategy Steering Group comprises of Cllrs Mobbs, Bunker, Barrott, Mobbs, Falp, Wreford-Bush with Heads of Service from Culture, Neighbourhood Services, Planning and the Interim HR Manager/HR Senior Officers.
- 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 to feedback to Employment Committee.

### 7.3 Areas of Success/Highlights for the period being reviewed are:

- People Strategy Action Plan 2012 – 2015 reviewed with actions identified to be carried forward for plan for 2015 – 2018. Themes confirmed as:
  - Leadership and Organisational Development
  - Workforce Planning and Performance
  - Equality and Diversity
  - Learning and Development
  - Communications, Involvement and Engagement
  - Employee Well-being, Reward and Recognition

Priorities identified as:

- Staff Development
  - Appropriate Management Styles
  - Staff Morale/Recognition and Engagement
  - Succession Planning
  - Engagement with New/Existing Councillors
  - Managing Expectations (this area to be reviewed with context)
- Plan for Member Induction in place linked with relevant contacts.
  - HR/Payroll Project communication being prepared for the organisation on impact and benefits of the roll out of Self-Service.
  - Links made with WCC to utilise their expertise in Equality & Diversity (knowing your Customer) and ensure the responsibilities and objectives of WDC are being met.
  - There is now a wider recognition, and increasing understanding, of the link between the health and wellbeing of our staff and the performance of the organisation. People can see resources and time being devoted to activities that actively encourage a sense of wellbeing and promote workforce health. There is now a productive network of Health Champions, recognising and encouraging the benefits of healthy lifestyles, and managers appreciate that the Council has a role in enabling healthy choices to be made. More information is given using the intranet and through presentations in 'The Space'. Participation in physical activities is encouraged, such as that provided by the Global Corporate Challenge.
  - Our Employee Support Officers have now received training from Public Health Warwickshire under the MECC (Make every contact count) banner and are a key part of our Health and Well Being plans.
  - Quarterly Learning and Development update distributed.
  - Metacompliance - 'How we do it here' – Launching on a phased basis across service areas. This system gives a clear electronic audit trail which is a significant improvement on our previous paper based system, update provided to CMT/SMT.
  - Engagement Review completed and summarised including quantitative and qualitative data around how we are communicating with staff. Further review to be linked to how we engage externally.
  - 'Staff Voice' now in place with 24 representatives across all service areas that have attended training and successfully held their first 3 meetings.

- Investors in People Assessment/Staff Survey planned for March 2015  
Staff Voice hosting Senior Officers event March 15 delivering information about the new IiP staff survey to be launched.
- Pilot of procurement training Jan 2015 reviewed and planned to be rolled out Spring 2015
- This year's annual review of all council websites has been published by SOCITM. They measure how useful and easy to use council websites are from the customer's perspective. They do this by carrying out typical website tasks on computers and mobile phones. In addition they gather data and feedback directly from customers locally and nationally.
  - Our website got 4 stars – the top rating
  - We're ranked in the top 20 of all councils in the UK
  - We're ranked in the top 8 shire districts in the UK
  - Using data from actual customers, we have the 3rd highest satisfaction and success ratings for our mobile website. Success means finding/doing what you wanted on the website.
  - We're in the top 10 for satisfaction/success ratings overall (again this is based on data from customers)
  - We have the 2nd highest usage among local residents for a shire district (as % of population)