

 <b>Employment Committee – September 27<sup>th</sup> 2011</b>		<b>Agenda Item No.</b>  <h1 style="text-align: center;">7</h1>
<b>Title</b>	People Strategy Update	
<b>For further information about this report please contact</b>	Karen Warren – 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Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?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>	None	
<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	20/7/11	CMT
Head of Service	20/7/11	Susie Drummond
CMT	20/7/11	As above
Section 151 Officer	20/7/11	Mike Snow
Monitoring Officer	20/7/11	Andy Jones
Finance	20/7/11	Mike Snow
Portfolio Holder(s)		Cllr Grainger
<b>Consultation &amp; Community Engagement</b>		
Opinions gathered from SMT		
<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 brings forward an updated People Strategy that is aligned to the Council's Fit for the Future Programme and recommended actions that will ensure that the people plans are supporting the programme.

## 2. **RECOMMENDATION**

- 2.1 That the Committee note the report.

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

- 3.1 There has been a People Strategy in place for a number of years; the current plan was for the duration of 2008 – 2011. The strategy ensures that the Council has a planned approach to delivering the right services through its people and leaders and is especially key in times of change.
- 3.2 This updated version brings the people plans in line to support and deliver the FFF programme.

## 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 will support and ensure that the FFF programme will be delivered successfully. 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, behaviour 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 The strategy was out of date and did not fit with the current programme of work; other alternatives were not considered.

## 7. **BACKGROUND**

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