

People Strategy Performance Reporting

1.0 EXECUTIVE SUMMARY

This report informs the PRS Committee of the changes to the corporate improvement planning process, which is now incorporated in the Council's recently approved People Strategy.

It provides PRS Committee with a proposed programme of performance and progress reporting on the actions in that strategy.

It is recommended that the PRS Committee:

- I. Note the content of the report
- II. Agree the proposed performance reporting programme to the Committee

People Strategy Performance Reporting

2.0 INTRODUCTION

2.1 This report advises the PRS Committee of the developments in the corporate improvement programme activity, which has recently been approved by the council as part of the People Strategy.

2.2 The PRS Committee has overseen progress in the council's corporate improvement programme implementation in the past. This report recommends a programme of review for progress in the actions in the People Strategy.

3.0 RECOMMENDATIONS

It is recommended that the PRS Committee

3.1 Note the content of the report

3.2 Agree the proposed performance reporting programme to the Committee

4.0 DETAIL

4.1 As part of a review and simplification of corporate plans in the council and as part of the overall approach to putting people at the heart of performance, Improvement and HR reviewed and updated the HR/OD Strategy and the Corporate Improvement Plan, which had been completed. The People Strategy, which now incorporates the actions from both of these documents was approved by the Policy and Resources Committee in August 2016.

4.2 The PRS Committee reviews progress against corporate improvement. On that basis, performance against the agreed actions in the People Strategy will be brought to the PRS Committee on a quarterly basis, starting in February 2017.

4.3 The People Strategy, Action Plan and Covering Report is attached for information.

5.0 CONCLUSION

5.1 The Corporate Improvement strategy and associated actions are now included in the council's People Strategy. Review of the council's Performance against these actions will be undertaken by the PRS Committee on a quarterly basis from February 2017.

6.0 IMPLICATIONS

6.1	Policy	No impact from this paper
6.2	Financial	None
6.3	Legal	The council has a legal requirement under the Local Government Action 2003 to deliver Best Value
6.4	HR	None
6.5	Equalities	None from the EQIA carried out
6.6	Risk	The approach to reviewing performance against corporate improvement mitigates the risk of the council not meeting its duty to deliver Best Value
6.7	Customer Service	None

Executive Director of Customer Services

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APPENDICES

Appendix 1 People Strategy and Action Plan