

PEOPLE STRATEGY ACTION PLAN UPDATE

1. EXECUTIVE SUMMARY

- 1.1 The council approved its People Strategy in September 2016. This paper updates the Policy and Resources Committee on progress against the actions in that strategy to keep members informed.
- 1.2 There are no financial implications from the report.

2.0 Recommendations:

It is recommended that the Policy and Resources Committee:

- (i) Note the progress that is being made with the agreed actions in the council's People Strategy.

PEOPLE STRATEGY ACTION PLAN UPDATE

2 INTRODUCTION

2.1 This report provides members with an update on progress against the agreed actions in the council's recently approved People Strategy. The People Strategy includes actions on people management, organisational development and performance and improvement, including best value.

3 RECOMMENDATION

3.1 It is recommended that the Policy and Resources Committee:

- Note the progress that is being made with the agreed actions in the council's People Strategy.

4 DETAIL

4.1 The People Strategy sets out the council's agreed position on people management, organisational development and corporate improvement. It sets out a series of position statements on the council's strategic approach to managing people, developing the organisation and delivering improvements, ensuring best value.

4.2 The Strategy has the following agreed outcomes:

- Our services have plans with clear links to council and LOIP (formerly Single Outcome Agreement) and can demonstrate best value and continuous improvement
- Our workforce demonstrates skills/knowledge and behaviours to achieve council objectives
- We develop a positive organisational culture that puts people at the heart of success

We also measure the actions that the HR and Organisational Development Team are taking to enable the organisation to deliver on the above

- Making it Happen – HR and OD enablers

4.3 The Action Plan attached to this report gives an update on progress to date on the agreed actions to implement the People Strategy. The majority of actions are either complete or on track. Action PS3.1 has been rescheduled to allow the Culture Steering Group to input into corporate values. Action 4.2.1 relating to the Resourcelink 5 project is on track to a revised schedule as a result of complex IT issues that delayed the completion of the Resourcelink 4 project. This is now complete and a revised PID for RL5 is underway.

4.4 As set out in PS4.1.0, the HR/OD team is currently redesigning its structure to

accommodate the service choices saving of 25% due to be implemented in 2018. The HR and IOD teams merged under a single manager in January 2016 to enable a smooth transition to the reduced service. As the majority of the service's budget is employees, there will be a reduction of posts in 2018. The actions in the strategy that relate to digital improvements are essential to allow the service to continue to deliver with significantly less resource.

5.0 CONCLUSION

5.1 In conclusion this report provides an update on progress against actions outlined within the Council's people strategy. All actions are either on track or complete. Further updates will be brought to the Policy and Resources Committee on a regular basis throughout the life of the plan.

IMPLICATIONS

6.0	6.1 Policy	None
	6.2 Financial	None
	6.3 Legal	None
	6.4 HR	The People Strategy sets the context for HR policies and procedures
	6.5 Equalities	The Strategy was prepared with an EQIA and there are no adverse impacts
	6.6 Risk	The progress against the strategy action plan mitigates risks that the council does not comply with best value.
	6.7 Customer Service	None

Douglas Hendry Executive Director – Customer Services
Policy Lead – Dick Walsh

For further information contact: Jane Fowler, Head of Improvement and HR
Tel 01546 604466

Appendix – Action Plan Progress Report