

Committee:	Union Employee Consultation Committee	Agenda Item No.:	11.
Date:	10 th August 2011	Category	
Subject:	Draft People Strategy 2011 -15	Status	Open
Report by:	Head of Human Resources and Payroll		
Other Officers involved:	HR & Payroll Team Members Senior Management Team Extended Management Team Investors in People Working Group Disabled Employees Group		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Councillor E. Watts, Leader of the Council and Portfolio Holder for Customer Service & People and Performance		

RELEVANT CORPORATE AIMS

STRATEGIC ORGANISATIONAL DEVELOPMENT – Continually improving our organisation by having in a place a People Strategy which maximises the benefit obtained from resources committed and ensures that the highest level of employee satisfaction and morale is established.

TARGETS

The People Strategy will be a Corporate Target in the Corporate Plan 2011 -15 which is currently being drafted

VALUE FOR MONEY

The People Strategy ensures value for money by maximising the benefit obtained from resources committed.

THE REPORT

1. Key Issues

1.1 The Council first created a People Strategy in 2005 in response to the Government's National Pay and Workforce Strategy. Prior to this, the Council had taken forward key initiatives, but these had never been drawn together into one document. A further People Strategy covering the period 2008 -11 was approved by Full Council in September 2008.

1.2 An evaluation of the key outcomes for the People Strategy 2008 -11 is included in the Draft People Strategy 2011 -15 at Appendix One. In summary these relate to:

- Accreditation to the IIP Standard

- Increased satisfaction with managers competency
- Increased satisfaction with pay and conditions
- Reduction in number of unfilled vacancies
- Reduction in number of days loss due to stress
- Introduction of Employee Awards
- Implementation of all workforce actions in the Gender Equality Scheme
- Delivery of 35 NVQ Level 2 qualifications over a two year period as part of the Skills Pledge (national benchmark is 10 per annum)

- 1.3 The Draft People Strategy 2011-15 also sets out links to the National Workforce Strategy and the local workforce issues, which have been identified in partnership with Directors/ Heads of Service, as well as providing a workforce profile and identifying the issues that this profile raises.
- 1.4 The People Strategy at Appendix Two outlines key improvement activities. Clearly at the present time this is focusing on key challenges relating to reductions in budgets and the implementation of the Strategic Alliance during 2011/12, but with a corporate development focus in 2013/14. However, as a result of the difficulty in assessing the full picture, until the Strategic Alliance implementation and the Corporate Plan has been finalised, it has been agreed to commence a refresh of this Strategy in April 2012, once the management structure for the Strategic Alliance has been implemented, and Corporate Plan targets are known.

ISSUES FOR CONSIDERATION

Union Employee Consultation Committee are requested to consider the draft People Strategy 2011 -15 and following consideration of any amendments requested, recommend the document for approval by Council

IMPLICATIONS

Financial : None
 Legal : None
 Human Resources : None

RECOMMENDATIONS

1. **The report be received, including consultation feedback.**
2. **Subject to any amendments received as a result of feedback at the meeting, the Draft People Strategy 2011-15 be referred to Council for approval.**

ATTACHMENT: Y (1)
 FILE REFERENCE: N/A
 SOURCE DOCUMENT: N/A