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<b>REPORT TO:</b>	<b>FINANCE &amp; MANAGEMENT COMMITTEE</b>	<b>AGENDA ITEM:</b> 7
<b>DATE OF MEETING:</b>	<b>23<sup>rd</sup> MARCH 2006</b>	<b>CATEGORY:</b> OPEN
<b>REPORT FROM:</b>	<b>DIRECTOR OF CORPORATE SERVICES</b>	
<b>MEMBERS' CONTACT POINT:</b>	<b>DAVID CLAMP (EXT 5729)</b>	
<b>SUBJECT:</b>	<b>PEOPLE STRATEGY</b>	<b>REF: pers/reports</b>
<b>WARD(S) AFFECTED:</b>	<b>NONE</b>	<b>TERMS OF REFERENCE: FM05</b>

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### **1.0 Recommendations**

- 1.1 That Members approve the People Strategy and supporting action plan.
- 1.2 That Members receive reports on an annual basis on the contribution made by the People Strategy towards the achievement of the Corporate Plan.

### **2.0 Purpose of Report**

- 2.1 To provide details of a People Strategy for the Council that provides the framework for meeting the employment related issues arising from the emerging Corporate Plan.

### **3.0 Detail**

- 3.1 It is essential that people management activities be linked with the Council's strategic objectives. This will enable the right number of people, with the right skills and knowledge, to be employed at the right time to deliver services for the community of South Derbyshire.
  - 3.2 The implementation of a People Strategy will provide the framework to achieve this and will support and enhance the strategic planning and management of the Council.
  - 3.3 As a key action outlined in the Council's Improvement Plan, the People Strategy will touch every part of the organisation and demonstrate a clear commitment of the value placed on the workforce.
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## **4.0 Executive Summary**

### ***Development***

- 4.1 The proposed People Strategy has to take into account the key employment issues arising out of the Corporate Plan. It also has to consider other influences that not only affect Local Government but also the community of South Derbyshire.
- 4.2 In addition, consideration has been made towards ensuring that it reflects 'best practice' in terms of professional human resources practice and more crucially 'best fit' to meet the specific needs of the Council.
- 4.3 To reflect the approach taken in other strategic documents such as the Local Community Plan and the Corporate Plan, broad themes have been used. These are focused on people management issues and are supported by a limited number of priority actions.
- 4.4 The themes used are;

#### **How we manage change**

What the Council intends to do and how employees will be involved

#### **How we promote diversity**

Promoting equality of opportunity for all within employment

#### **How we employ people**

Looks at terms and conditions of employment

#### **How we develop people**

Considers the options to provide learning and development opportunities

#### **How we communicate**

Informal and formal means to encourage discussion and feedback

### ***Consultation***

- 4.5 Time has been taken to consult on the development of the People Strategy. Internally this involved Corporate Management Team, Heads of Service, all Trades Unions, Officers in the Human Resources Division and employees.
- 4.6 Externally, comments have been requested from the national Employers Organisation, a professional Human Resources Consultant and a Human Resources professional from another local Council.
- 4.7 Subsequently the People Strategy has been updated to incorporate any comments when appropriate.

## ***Implementation***

- 4.8 Whilst the People Strategy provides the framework, all employees will make a contribution towards the achievements of its objectives. An information sheet will be circulated to every employee outlining in broad terms the purpose of the People Strategy and where further information can be obtained on the action plan. This will be further supported by briefings given at staff forums to raise the profile of the People Strategy.
- 4.9 A copy of this information sheet is included at the end of the People Strategy as annex 2.

## ***Monitoring and Review***

- 4.10 The People Strategy will have to be reviewed on at least an annual basis to respond to changes in Council priorities, individual service needs or significant developments in employment matters. Any changes will be communicated to all staff and Elected Members
- 4.11 The effectiveness of the People Strategy and its contribution towards the achievement of corporate objectives will be reflected in a number of ways. This includes the achievement of targets within the action plan, the reporting of performance under the corporate framework and feedback from employees and other stakeholders where appropriate. A further overview will also be provided within performance reports provided by the Human Resource Team.

## ***Human Resources Team***

- 4.12 The Human Resources Team has a significant role to play in the delivery of the People Strategy. The action plan will shape and focus the resources of the Team towards the achievement of key priorities for the Council. This will support the delivery of all services and realise the benefits of working in partnership with employees and stakeholders.
- 4.13 The Team has a proven track record of supporting strategic objectives not only through the achievement of national awards such as Investors in People but also through the development of robust and sound employment practices that enhance the reputation of the Council as an employer.
- 4.14 However, it has to be noted that the overall impact of the People Strategy will be influenced by the actions of all employees, Trades Unions, Managers and Elected Members. It will need continued support and ownership to ensure the stated intentions are achieved.

## **5.0 Employment Issues**

- 5.1 The key employment issues are detailed in the People Strategy. The actions outlined will affect all current and potential employees of the Council.

## 6.0 **Financial Implications**

- 6.1 There are no direct financial implications arising from the implementation of the People Strategy.
- 6.2 Specific projects within the action plan will be funded from existing budgets. If any further budget is required a funding bid will be submitted in accordance with the Council's procedures.

## 7.0 **Corporate Implications**

- 7.1 The introduction of the People Strategy will achieve a key milestone in the Council's Improvement Plan
- 7.2 More importantly, it provides a clear direction for the development of the workforce linked to Corporate objectives. This should provide benefits in terms service delivery as well as any further external assessments that the Council may be required to complete.

## 8.0 **Community Implications**

- 8.1 The stated intention of the People Strategy is to support the achievement of the objectives set down in the Council's Corporate Plan that are directly linked to the aims set down in the Community Plan. It is therefore correctly aligned to support the delivery of priority and required services for the Community of South Derbyshire.

## 9.0 **Background Papers**

- 9.1 National Pay and Workforce Strategy
- 9.2 Best Value Performance Indicators
- 9.3 National surveys collated by the Employers Organisation on employment matters in Local Government.