



Human Resources and Organisational Development

Structure



- Gordon McFarlane – Acting AD
- Rachel Hobbs – Head of Resourcing
- Catherine Jones – Head of Strategy and Policy
- Vikki Oakes – Head of HR Business Operations
- Sue Cooper – Head of Organisational Capability

Resourcing – Issues and Challenges



- Create a clear employer brand
- Safe recruitment agenda including ISA implementation
- Handling volume, but also ensuring quality
- Exploiting commercial opportunities –
 - Agency contract
 - Heart supply agency
- Workforce planning

Strategy and Policy – Issues and Challenges



- Fit for purpose, modern policies and procedures
- Timely, accurate and relevant management information
- Quality of trade union relationships
- Harmonisation project

HR Business Operations – Issues and Challenges



- High quality and efficient transactional processes
- Quality and cost of our offering to schools – commercial opportunity?
- Business Partner model – support / coaching
- Flexible resources and support – high volume of organisational change and transformation

Organisational Capability – Issues and Challenges



- Core learning and development programmes – linked to statutory workforce strategies
- Organisational Development strategy – create and shape culture
- Importance / consistency of staff engagement
- Help to create 'one Council' with clear, visible leadership
- Achieve IIP and other reputational awards

Summary

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- Challenging organisational agenda
- HR improvement journey
- Importance of partnership working within Corporate Resources
 - People
 - Budgets
 - Contracts
 - Technology
 - Property
- Exploit opportunities for partnership / shared services

HR improvement journey

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Change curve for delivery model


