
Meeting: Executive
Date: 9 March 2010
Subject: People Strategy (2010 – 2012)
Report of: Cllr Maurice Jones, Portfolio Holder for Corporate Resources
Summary: The report proposes that the Executive agree the People Strategy (2010 – 2012)

Advising Officer: Clive Heaphy, Director of Corporate Resources
Contact Officer: Gordon McFarlane, Acting Assistant Director (HR/OD)
Public/Exempt: Public
Wards Affected: All
Function of: Executive
Key Decision No
**Reason for urgency/
exemption from call-in
(if appropriate)** N/A

CORPORATE IMPLICATIONS

Council Priorities:

The creation and implementation of an effective People Strategy will contribute to all of the Council's objectives – all our services are delivered through our people.

Financial:

None directly arising from this report. There will be financial implications from delivering on specific plans, but these will be managed within existing budgets, or be subject to separate bids and reports.

Legal:

None directly arising from this report

Risk Management:

None directly arising from this report

Staffing (including Trades Unions):

Trade unions have been consulted on the draft People Strategy, and we are committed to working in partnership in relation to all people issues.

Equalities/Human Rights:

An equality impact assessment has been carried out in relation to the implementation of the strategy, which also contains high level aims in support of the developing Equality and Diversity Strategy. Central Bedfordshire's Equalities Forum considered the People Strategy in this context at its February meeting.

Community Safety:

None directly arising from this report

Sustainability:

The implementation of the strategy will impact on organisational culture, complementing elements of our strategy on sustainability, and implementation of the supporting resourcing plan could increase numbers of applicants for jobs from the local area, including specific target groups.

Summary of Overview and Scrutiny Comments:

- Corporate Resources Overview & Scrutiny will be considering the People Strategy on 1 March 2010, and an update will be provided to the Executive

RECOMMENDATION(S):

1. **that the Executive considers and approves the Council's People Strategy (2010 – 2012), attached at Appendix A**

Reason for Recommendation(s): Any well managed and progressive Council will have a People Strategy in place. The Executive are asked to endorse the strategy in order that the document can be published to staff, and the detailed supporting plans can continue to be implemented.

Executive Summary

The attached People Strategy is a high level document describing our targets and aspirations for our people over the next two years. It is intended that the agreed strategy will be published, and available to all staff. Delivery will be through a number of supporting plans.

Introduction

1. The People Strategy has been developed over a number of months, within the context of the extensive change brought about by creating a new Authority through Local Government Reorganisation, the transitional period that we have worked through, and our short and medium term plans and aspirations.
2. The People Strategy will be in place for all Central Bedfordshire employees, but we recognise that we have a number of partnership arrangements in place. Our strategy helps to provide clarity in relation to how we intend to manage the people aspects of those partnerships.

Focus of the strategy

3. The People Strategy has been drafted with a clear focus on the medium term, and some detail in relation to the recently circulated Organisational Plan is included as context. As an organisation, we need to be equipped to deliver in all areas, and the implementation of the strategy will help us to do this.

Review

4. Whilst the People Strategy will be effective from 2010 – 2012, the context within which the plans will be delivered is evolving, and it is intended that a review is undertaken after the first 12 months to ascertain progress made, and also whether the strategy needs to be refreshed.

Appendix:

Appendix 1 – People Strategy (2010-2012)

Background Papers: (open to public inspection)

None

Location of papers: N/A