

Meeting of the Cabinet – 17th June 2009

Report of the Interim Director of Law and Property

Human Resources Strategy 2009-14

Purpose of Report

1. To seek Cabinet's approval of the Human Resources Strategy 2009-14.

Background

2. The importance of workforce issues has been recognised by the Audit Commission and, for the first time, workforce is being included as a Key Line of Enquiry (KLOE) in the revised Use of Resources assessment which has been introduced as part of the new Comprehensive Area Assessment (CAA).
3. It has been introduced into the assessment to reflect the significant proportion of Council expenditure on staff costs and the importance of the workforce in helping to achieve value for money. Council's will receive a score for the Workforce KLOE on a scale of one to four. This will then contribute towards the overall use of resources score along with the other KLOE. It is anticipated the assessment will be received in autumn 2010. Preparation for this assessment will be done through the Chief Executive's Policy Team.

The audit commission will be looking at four key areas when assessing the Councils approach to managing its workforce through this KLOE. These are:

- Has it policies in place which support diversity and good people management?
 - Has the Council got a productive and skilled workforce?
 - Does it know in the medium and long term what staff it will need, with which skills and does it have plans to achieve this?
 - Does it engage & support staff in organisational change?
4. One of the key documents the Council needs is a HR Strategy to demonstrate it has a corporate approach to managing its workforce. The purpose of this report is to gain approval for the draft HR Strategy 2009-14 attached as (Appendix 1) and to use it to prioritise the use of HR resources within the Council.

5. Activities for year one of the strategy have been prioritised and there are proposed activities for years two to five. Some of the performance measures relating to the activities are still being developed. Delivery of these activities may be affected by the Grading & Pay review and Equal Pay claims which are already diverting significant HR resources from their usual or planned work & therefore, there may need to be some reallocation of resources or changes to the priorities as the Grading & Pay review progresses.
6. The draft strategy sets some challenging ambitions in relation to the Council's vision for equality & diversity (paragraph 5.2 in strategy) and its approach to workforce management & planning (paragraph 5 in strategy)

Finance

7. The Council has made revenue budget provision for its staff and associated HR Support. Budgets are reviewed annually for current and future requirements, and it is anticipated that any issues and actions arising from the implementation of the attached Human Resources Strategy 2009-14 will be met from within existing resources.

Law

8. The Council may appoint staff for the discharge of its functions upon such terms and conditions as it thinks fit under section 112 of the Local Government Act 1972 and may do anything which is incidental to or conducive to or which facilitates the discharge of its functions under section 111 of the Act.

Equality Impact

9. The proposed strategy complies with the Council's Equality & Diversity policy. Human Resources policies identified within the strategy for development or review will have an equality impact assessment undertaken as part of the work.

Recommendation

10. That Cabinet approve the draft HR strategy and its use to prioritise HR Resources.



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