

STOCKTON-ON-TEES BOROUGH COUNCIL

CABINET RECOMMENDATIONS

PROFORMA

Cabinet Meeting20th May 2010

1. Title of Item/Report

People Strategy

2. Record of the Decision

Cabinet considered a report that sought approval to a new People Strategy 2010 – 2013. This built on the achievements of the previous People Strategy and sets out a series of actions designed to support the Council in tackling

Members noted that the revised People Strategy would support and help deliver the Council's priorities and vision for the Borough. It had been developed in consultation with partners, managers, staff and trade unions. Since the last People Strategy, developed in 2007, there had been enormous changes in the environment in which the Council operated and these changes would continue to grow with the additional pressure of future public spending cuts. Over the last 3 years Human Resources had moved from a largely reactive service to a position where people strategies were placed at the heart of corporate planning and policy development. In doing so significant changes had been delivered. However, the next 3 years would create even greater challenges and working with partners, managers, staff and trade unions, 5 strategic people management priorities had been developed designed to support the Council:-

- Strategic Priority 1: Developing the Organisation – to develop new ways of working and achieve value for money.

- Strategic Priority 2: Achieving Excellence in Leadership and Management

- Strategic Priority 3: Developing the Workforce

- Strategic priority 4: Recruiting and Retaining a Diverse and Talented Workforce

· Strategic Priority 5: Working Together

Each priority has been developed into a series of high level actions which were set out in an Action Plan. A copy of the Action Plan was provided to Members.

RESOLVED that the People Strategy 2010 – 2013 and the Action Plan be approved.

3. Reasons for the Decision

The revised People Strategy would support and help deliver the Council's priorities and vision for the Borough. It had been developed in consultation with partners, managers, staff and trade unions. It built on previous strategies and would empower people to deliver great value to customers and make Stockton an even better place to live and work as well as helping us to meet the challenges facing public services over the next three years.

4. Alternative Options Considered and Rejected

None

5. Declared (Cabinet Member) Conflicts of Interest

None

6. Details of any Dispensations

Not applicable

7. Date and Time by which Call In must be executed

Not later than Midnight on Friday, 28 May 2010

Proper Officer
24 May 2010