

AGENDA ITEM

REPORT TO CABINET

20 MAY 2010

**REPORT OF CORPORATE
MANAGEMENT TEAM**

CABINET DECISION

Corporate Management and Finance – Lead Cabinet Member – Councillor Terry Laing

THE PEOPLE STRATEGY

1. Summary
This report seeks Cabinet approval to a new People Strategy 2010 – 2013. This builds on the achievements of the previous People Strategy and sets out a series of actions designed to support the Council in tackling future challenges.
2. Recommendations
It is recommended that
 1. Cabinet approve the People Strategy 2010 – 2013 attached at **Appendix 1** and the Action Plan attached at **Appendix 2**.
3. Reasons for the Recommendations
The revised People Strategy will support and help deliver The Council's priorities and vision for the Borough. It has been developed in consultation with our partners, managers, staff and trade unions. It builds on previous strategies and will empower our 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. Members' Interests
Members (including co-opted Members with voting rights) should consider whether they have a personal interest in the item as defined in the Council's code of conduct (**paragraph 8**) and, if so, declare the existence and nature of that interest in accordance with paragraph 9 of the code.

Where a Member regards him/herself as having a personal interest in the item, he/she must then consider whether that interest is one which a member of the public, with knowledge of the relevant facts, would reasonably regard as so significant that it is likely to prejudice the Member's judgement of the public interest (**paragraphs 10 and 11 of the code of conduct**).

A Member with a prejudicial interest in any matter must withdraw from the room where the meeting considering the business is being held -

- in a case where the Member is attending a meeting (including a meeting of a select committee) but only for the purpose of making representations, answering questions or

giving evidence, provided the public are also allowed to attend the meeting for the same purpose whether under statutory right or otherwise, immediately after making representations, answering questions or giving evidence as the case may be;

- in any other case, whenever it becomes apparent that the business is being considered at the meeting;

and must not exercise executive functions in relation to the matter and not seek improperly to influence the decision about the matter (**paragraph 12 of the Code**).

Further to the above, it should be noted that any Member attending a meeting of Cabinet, Select Committee etc; whether or not they are a Member of the Cabinet or Select Committee concerned, must declare any personal interest which they have in the business being considered at the meeting (unless the interest arises solely from the Member's membership of, or position of control or management on any other body to which the Member was appointed or nominated by the Council, or on any other body exercising functions of a public nature, when the interest only needs to be declared if and when the Member speaks on the matter), and if their interest is prejudicial, they must also leave the meeting room, subject to and in accordance with the provisions referred to above.

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THE PEOPLE STRATEGY 2010 - 2013

SUMMARY

This report seeks Cabinet approval to a new People Strategy 2010 – 2013. This builds on the achievements of the previous People Strategy and sets out a series of actions designed to support the Council in tackling future challenges.

RECOMMENDATIONS

It is recommended that

1. Cabinet approve the People Strategy 2010 – 2013 attached at **Appendix 1** and the Action Plan attached at **Appendix 2**

DETAIL

1. The revised People Strategy will support and help deliver The Council's priorities and vision for the Borough. It has been developed in consultation with our partners, managers, staff and trade unions. Since the last People Strategy was developed in 2007, there have been enormous changes in the environment in which we work and these changes will continue to grow with the additional pressure of future public spending cuts. Over the last 3 years Human Resources have moved from a largely reactive service to a position where people strategies are placed at the heart of corporate planning and policy development. In doing so significant changes have been delivered. However, the next 3 years will create even greater challenges and working with our partners, managers, staff and trade unions, we have developed 5 strategic people management priorities designed to support the Council to meet its priorities as follows:
2. Strategic Priority 1: Developing the Organisation – to develop new ways of working and achieve value for money.
Objective: Facilitate new ways of working and other models of service delivery including the implementation of EIT reviews and Workwise. To encourage the sharing of knowledge across functions and develop policies and procedures which enable employees to work flexibly to better meet the needs of their customers. To support the development of a people focused organisational culture, which ensures the workforce promote the Council's vision, lead and engage in change successfully, manage themselves effectively, engage with others and are able to work together in partnership.
3. Strategic Priority 2: Achieving Excellence in Leadership and Management
Objective: to embed a coaching and mentoring culture and ensure our managers exemplify the competence required to manage effectively. This will include the delivery of a range of development opportunities for our leaders and managers in accordance with identified need.

4. Strategic Priority 3: Developing the Workforce
Objective: To raise the skills of the workforce, identify opportunities for collaborative working and support the development of career pathways for specific groups of staff.
5. Strategic priority 4: Recruiting and Retaining a Diverse and Talented Workforce
Objective: To increase the diversity of the workforce, tackle areas with recruitment and retention difficulties in conjunction with partner organisations and develop a talent management plan for the wider workforce.
6. Strategic Priority 5: Working Together
Objective: To ensure our employees are committed to the Council's goals and values, motivated to contribute to the Council's success whilst feeling their own health, safety and well being at work is fully supported.
7. Each priority has been developed into a series of high level actions which are set out in the Action Plan attached at **Appendix 2**. People are at the heart of successful change and people strategies are a central element of the corporate planning process. Consequently, key actions from each strategic priority have been incorporated into the Council Plan. A revised Workforce Development Plan, supporting the actions in the People Strategy is also in the process of being developed.

FINANCIAL IMPLICATIONS

8. There are no financial implications arising out of this report.

LEGAL IMPLICATIONS

9. Employment Legislation changes frequently and subsequent case law often has implications for Human Resources policies and procedures. Changes to policies are written to take account of such changes and the Head of Legal Services is consulted on their content.

RISK ASSESSMENT

10. The People strategy is categorised as low to medium risk. Existing management systems and daily routine activities are sufficient to control and reduce risk.

SUSTAINABLE COMMUNITY STRATEGY IMPLICATIONS

11. The People Strategy will contribute and support the delivery of a number of key themes within the Sustainable Community Strategy, in particular the theme of 'Our Council'.

EQUALITIES IMPACT ASSESSMENT

12. This report has been subject to an Equality Impact Assessment and has been judged to have a positive impact. No remedial actions are required.

CONSULTATION INCLUDING WARD/COUNCILLORS

13. There are no specific ward implications arising out of this policy. However, consultations have been undertaken with the relevant Trades Unions.

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Education related? No

Background Papers None