



## **EMPLOYMENT COMMITTEE**

**29<sup>th</sup> JUNE 2017**

### **PEOPLE STRATEGY**

#### **REPORT OF THE DIRECTOR OF CORPORATE RESOURCES**

##### **Purpose**

1. The purpose of this report is to present to the Committee a copy of the Council's revised draft People Strategy 2017 – 2020 for consideration and approval.

##### **Policy Framework and Previous Decisions**

2. The current People Strategy covered the period 2014 to 2017 and was endorsed by the Committee at its meeting in October 2014. Consequently a refreshed and updated strategy is required.

##### **Background**

3. The Council has had a People Strategy in place since 2009. This has always focused on a broad range of workforce issues that have needed to be addressed.
4. In developing the revised People Strategy, officers have drawn from known organisational and departmental priorities, together with emerging cross-cutting themes, a number of which have been discussed with the Committee.
5. The Strategy has been structured into four key themes:
  - Performance Management
  - Leadership
  - Skilled, Flexible and Resilient Workforce
  - Enablers

##### **Implementation**

6. A year one delivery plan has been put together, a copy of which can be found at Appendix A of the document. This consists of a number of projects categorised under each of the themes. The delivery plan will be refreshed annually.
7. The themes will be sponsored by a number of senior officers from across the Council to help ensure corporate ownership.

8. It is intended that all the organisational development work will be implemented first, such as values and behaviours and the employment deal, as this will start to shape and embed our performance and productivity culture in preparation for the work on, for example, leadership and management and the replacement appraisal process.
9. A number of the initiatives will be implemented through a corporate approach. This will be supplemented and supported by departments also being asked to use their respective workforce strategies to implement changes locally, making these relevant for specific elements of the workforce.
10. The Committee will be provided with specific updates as appropriate and relevant.

### **Recommendation**

11. The Committee is asked to consider and approve the draft People Strategy (2017 – 2020) and related year one delivery plan.

### **Background papers**

12. None.

### **Circulation under Local Issues Alert Procedure**

13. None.

### **Officers to Contact**

Gordon McFarlane, Assistant Director – Corporate Services  
Tel: 0116 305 6123  
Email: [gordon.mcfarlane@leics.gov.uk](mailto:gordon.mcfarlane@leics.gov.uk)

Caroline Fairchild, Head of People Services  
Tel: 0116 305 6727  
Email: [caroline.fairchild@leics.gov.uk](mailto:caroline.fairchild@leics.gov.uk)

### **List of Appendices**

14. Appendix A - draft People Strategy (2017 – 2020).

### **Equalities and Human Rights Implications**

15. There are no equalities or human rights implications arising directly from the strategy, but assessments will be undertaken in relation to relevant pieces of work contained in the action plan.