

ESPO MANAGEMENT COMMITTEE – 18 SEPTEMBER 2024**HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT**
BUSINESS PARTNER AND WORK PROGRAMME FOR ESPO**REPORT OF THE DIRECTOR****Purpose of the Report**

1. The purpose of this report is to introduce the new Human Resources (HR) and Organisational Development (OD) Business Partner to ESPO Management Committee and provide an update on the HR work programme for ESPO. This is an information brief for the Committee and no decision is required.

Background

2. Over the past two years there have been three different HR and OD Business Partners for ESPO. With this recent appointment, it has provided an opportunity to review the Human Resources service to ESPO and explore the short-, medium- and long-term business plans for the organisation and the relevant people implications.

Body of the Report

3. The newly appointed HR and OD Business Partner for ESPO is Ceri Morgan. She is a qualified HR professional, with over 28 years' experience in the public sector.
4. The review of HR services for ESPO has supported the development of a newly formed team with a clear remit and objectives. The Business Partner is responsible for the strategic direction of HR, advising senior leaders and is a member of the Leadership Team. The HR Manager is responsible for the provision of operational HR support: including advice on policies and procedures; resourcing and workforce planning; change management; and pay.
5. Through consultation with senior management, key areas of focus were identified for the HR service for the next six months:
 - i) Improvement of the health and wellbeing of the workforce, contributing to the reduction in absence management;
 - ii) The need for a clear strategy for attraction, recruitment and retention of employees, especially in competitive roles, including succession and workforce planning.

6. These priorities are being addressed through the development of:
- i) The Healthy Workplaces Programme, in conjunction with Public Health. This will give the opportunity to educate and support employees with their own health and wellbeing, contributing to a reduction in sickness absence ;
 - ii) Talent Approach for 2025-2028, inclusive of a framework for both succession and workforce planning. This will enable the organisation to develop a workforce plan for the medium term and understand requirements of succession planning for key roles;
 - iii) Whole Workforce Development Programme, based on the needs identified through annual performance reviews with all employees;
 - iv) A refreshed Employee Engagement Group, to improve both engagement and communications throughout the workforce resulting in an improvement in job satisfaction, employee morale and therefore productivity and performance.

Resources Implications

7. There are no resources implications arising from the recommendations within this report.

Recommendation

8. It is recommended that the Committee note and support the intended work programme for HR Services, as detailed in paragraph 6, over the next six months .

Equality and Human Rights Implications

9. There are no equality and human rights implications arising from the recommendations within this report.

Background Papers

10. None.

Officer(s) to Contact

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