

**EMPLOYMENT COMMITTEE – 2 DECEMBER 2010****PEOPLE STRATEGY 2010 - 2013****REPORT OF THE DIRECTOR OF CORPORATE RESOURCES****Purpose**

1. The purpose of this report is to present the final People Strategy 2010 - 13 to Employment Committee for information. The Committee considered and approved the Strategy at its meeting on 9 September, 2010. The Strategy was also been approved by Cabinet on 16 November 2010.

**Background**

2. The People Strategy 2010/13 sets out our vision for our workforce. It outlines how Leicestershire County Council working with partners plans to manage and develop the workforce in order to deliver our vision, values and priorities as set out in the Sustainable Community Strategy and the Council's Medium Term Delivery Plan to 2013.
3. The Strategy sets out the challenges facing Leicestershire County Council over the next four years, the impacts upon our workforce and how we intend to respond in the short and longer term.
4. As a result of the worst economic recession for decades and the very high level of Government debt, Local Government is facing unprecedented spending cuts over the next four years and therefore a key focus of the Strategy is on service reform, repositioning the organisation and managing the transition. The shape of the organisation will change, building upon the successes of the past.
5. The organisation will continue to be focused on understanding and meeting customer needs, but it will be leaner, intent on sustaining high performance. It will be a commissioning organisation and services will be developed through a mixed economy, some in-house, some by partners, some by the community ("Big Society").
6. The Strategy proposes seven strategic workforce themes underneath each a number of actions will be developed and implemented over the lifetime of the strategy. The seven themes are:

- Leadership capacity and capability;
  - Manage and sustain high performance;
  - Workforce learning and development;
  - Employee engagement and recognition;
  - Employee health and wellbeing;
  - Equality of opportunity for all;
  - A modern, fair employment package.
7. Employment Committee will receive 6 monthly performance reports to inform members of the progress being made.

### **Equal Opportunities implications**

8. An Equality Impact Assessment (EIA) has been undertaken. There are no serious implications arising.

### **Recommendation**

9. Employment Committee are requested to note the final version of the Strategy. A progress report will be submitted to Committee in 6 months.

### **Background Papers**

Draft People Strategy 2010/13 report to Employment Committee dated 9 September, 2010.  
Leicestershire Council Council, People Strategy 2007/10

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

None.

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### **List of Appendices**

Appendix – People Strategy 2010/13