



EMPLOYMENT COMMITTEE: 21 OCTOBER 2014

PEOPLE STRATEGY 2014 – 2017

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of report

1. The purpose of this report is to seek the Employment Committee's approval of the draft People Strategy, attached at Appendix A, which covers the period 2014 to 2017.

Background

2. Leicestershire County Council has had a People Strategy in place for a number of years, and the last Strategy covered the period 2010 to 2013. With a clear set of challenges and a significant transformation agenda facing the County Council, it is timely to review the Council's strategic direction in relation to its workforce.
3. It is important to set direction, and the intention is to create a clear framework for all people related activity, set out the vision for the Council's workforce, use the Strategy to help define culture and values, and also set out the key actions that need to be taken in order to achieve the County Council's strategic objectives.
4. The draft People Strategy is aligned with the four year Medium Term Financial Strategy (MTFS), and will also support the Council's Strategic Plan.

Themes

5. As well as setting the context for the Council's workforce, the Strategy sets out high level actions grouped into a number of themes:
 - Leadership capacity and capability
 - Manage and sustain high performance
 - Learning & development
 - Employee engagement and recognition
 - Employee health and wellbeing
 - Equality of opportunity for all
6. The proposed actions derive from the need to change – creating new and radical approaches, modernising ways of working, and putting customers at the heart of planning and service delivery.

7. In order to continue to be a high performing Council, and to address these challenges, the County Council needs to ensure that its staff are at the heart of what it has to do, and that time is spent focusing on their skills, abilities, capacity, flexibility and commitment.

Implementation

8. Once agreed, the People Strategy will be publicised, and an operational action plan created, progress against which will be monitored by officers through the Council's People Strategy Board.

Recommendations

9. The Employment Committee is requested to:
 - a) Approve the People Strategy (2014 – 2017);
 - b) Note that the objectives of the Strategy will be delivered through a detailed action plan.

Background papers

None.

Circulation under the Local Issues Alert Procedure

None.

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List of appendices

Appendix A – draft People Strategy (2014 – 2017)

Equal Opportunities and Human Rights implications

None