

CITY OF PLYMOUTH

Subject: People Strategy 2009 – 2011

Committee: Cabinet

Date: 20 October 2009

Cabinet Member: Councillor Bowyer

CMT Member: Assistant Director for Human Resources and Organisational Development

Author: Gill Martin, Assistant Director for Human Resources and Organisational Development

Contact: Tel: (01752(30) 4890
e-mail : gill.martin@plymouth.gov.uk

Ref: grm/ps

Part: 1 (one)

Executive Summary:

The Council's People Strategy was initially presented to Cabinet on 10th February. Following this it was passed to Scrutiny for review and their comment. The Support Services Overview and Scrutiny panel formally reviewed this on Thursday 1st October and have now recommended it to Cabinet with no other comments. This report therefore seeks Cabinet's formal adoption of the People Strategy for the period 2009-2011.

Corporate Plan 2009-2012:

The Council has identified "supporting council staff to perform better" as one of its fourteen corporate improvement priorities within the Corporate Plan. This improvement priority, however impacts across all three areas of permanent focus for the council:

- Improving our customers' experience
 - Improving our City
 - Improving our Council
-

Implications for Medium Term Financial Plan and Resource Implications: Including finance, human, IT and land

The Council's single biggest financial investment is in its workforce. This strategy, along with the Medium term financial strategy, assets management and capital strategy (including the Accommodation strategy) and the ICT strategy to address the interdependencies between these key documents.

Other Implications: e.g. Section 17 Community Safety, Health and Safety, Risk Management, Equalities Impact Assessment, etc.

Risks, health and safety and inequalities have been actively considered in developing the strategy, and are specifically addressed within the document.

Recommendations & Reasons for recommended action:

It is recommended that Cabinet formally adopt the people strategy.

Alternative options considered and reasons for recommended action:

The Council requires a People Strategy to deliver its corporate improvement priorities.

Background papers:

- Corporate Plan 2008 - 2011
- Securing the Future for Generations Ahead (Sustainable Community Strategy 2007-20)
- Corporate Asset Management and Capital Strategy 2005-2010
- Existing Medium Term Financial Strategy
- Audit Commission: use of resources key lines of enquiry. <http://www.audit-commission.gov.uk/useofresources/downloads/UoR2009OverallApproach.pdf>
- Audit Commission: Corporate Area Assessment –joint inspectorate proposals for consultation (summer 2008.)<http://www.audit-commission.gov.uk/caa/downloads/CAAConsultation08.pdf>

Sign off: comment must be sought from those whose area of responsibility may be affected by the decision, as follows (insert initials of Finance and Legal reps, and of HR, Corporate Property, IT and Strat. Proc. as appropriate):

| | | | | | | | | | | | |
|--|--|-----|--|----|--|--------------|--|----|--|---------------|--|
| Fin | | Leg | | HR | | Corp Prop | | IT | | Strat Proc | |
| Originating SMT Member – Gill Martin – Head of Human Resources | | | | | | | | | | | |