

## PLYMOUTH CITY COUNCIL

<b>Subject:</b>	People Strategy
<b>Committee:</b>	Place and Corporate Overview and Scrutiny Panel
<b>Date:</b>	1 March 2017
<b>Cabinet Member:</b>	Councillor Bowyer
<b>CMT Member:</b>	Dawn Auger (Joint Interim Strategic Director for Transformation and Change (Transformation))
<b>Author:</b>	Guy Dickson (Head of Organisational Development and Talent)
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<b>Ref:</b>	People Strategy v9
<b>Key Decision:</b>	No
<b>Part:</b>	1

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### **Purpose of the report:**

This report was originally prepared for the Place and Corporate Overview and Scrutiny Panel on 26 January 2017. At the request of the panel, it is returning for further discussion on 1 March 2017 alongside the Staff Survey 2016 results.

In order that Plymouth City Council can lead in achieving its vision of a Pioneering, Growing, Caring and Confident city, we need a 'motivated, skilled and engaged workforce'. Our People Strategy is our high level medium term plan for how we will ensure we achieve that aim by focussing on three workforce themes: Talent, Leadership and Culture (TLC).

We are seeking feedback and recommendation prior to finalising the People Strategy for Cabinet approval.

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### **The Corporate Plan 2016 - 19:**

The People Strategy is our 'People Plan on a Page' with supporting narrative for ensuring that Plymouth City Council has a "motivated, skilled, and engaged workforce". This is one of the themes under "Confident" in our Corporate Plan.

Our People Strategy will be performance monitored by the Corporate Management Team on a quarterly basis, alongside more detailed Directorate workforce plans. It has been developed over the last 6 months with input from CMT, SMT, Team Plymouth, HROD and Trade Unions.

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

Resources: The People Strategy will be owned by managers across the Council and driven forward by HROD.

Specific interventions for Talent Management, Leadership Development and Culture Change will be driven and resourced by the existing in-house HR & OD department. The annual corporate training budget will support some of this activity.

**Other Implications: e.g. Child Poverty, Community Safety, Health and Safety and Risk Management:**

Health, Safety & Wellbeing: Improving the wellbeing of our staff is an important consideration that has been factored into the People Strategy as part of a high employee engagement approach.

**Equality and Diversity**

Has an Equality Impact Assessment been undertaken? Yes

**Recommendations and Reasons for recommended action:**

We are seeking (subject to Scrutiny suggestions for improvement) that the People Strategy be recommended to Cabinet for approval to support the delivery Our Plan, One City Council.

**Alternative options considered and rejected:**

N/A

**Published work / information:**

N/A

**Background papers:**

N/A

Title	Part I	Part II	Exemption Paragraph Number							
			1	2	3	4	5	6	7	

**Sign off:**

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Originating SMT Member: Dawn Aunger													
Has the Cabinet Member(s) agreed the contents of the report? Yes													