

## PLYMOUTH CITY COUNCIL

<b>Subject:</b>	People Strategy
<b>Committee:</b>	Cabinet
<b>Date:</b>	30 May 2017
<b>Cabinet Member:</b>	Councillor Riley
<b>CMT Member:</b>	Dawn Auger - Interim Joint 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 v11
<b>Key Decision:</b>	No
<b>Part:</b>	I

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

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).

This report takes into account recommendations made at Scrutiny on 1 March 2017:

- The key areas of questioning related to the –
  - quality of information contained with the Equalities Impact Assessment;
  - Engagement of the trade unions in this process.
- The committee agreed –
  - To recommend to the Cabinet Member for HR/Democracy and Governance/Licensing that further work is undertaken on the Equalities Impact Assessment and the workforce information used to populate it.

We are seeking Cabinet endorsement of the People Strategy.

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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 12 months with input from CMT, SMT, Team Plymouth, HROD, Trade Unions and Councillors.

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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 – this has been reviewed and enhanced following feedback received at scrutiny and discussions with Trade Unions.

**Recommendations and Reasons for recommended action:**

We are seeking that the People Strategy be endorsed 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
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Has the Cabinet Member(s) agreed the contents of the report? Yes
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