

Subject:	HROD Annual Report		
Date of Meeting:	24th July 2018		
Report of:	Executive Director Finance & Resources		
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Ward(s) affected:	All		

FOR GENERAL RELEASE**1. PURPOSE OF REPORT AND POLICY CONTEXT**

- 1.1 The purpose of this report is to update the Committee on the contribution that the Human Resources & Organisational Development (HROD) service has made supporting the organisation over the last 12 months and to set out the programme of activity for this year.
- 1.2 The report has a focus on the on the development of *Our People Promise*, a programme of work to develop a clear offer to current and future staff that will retain and attract the workforce we need to serve the city.
- 1.3 Two key annual reports are enclosed as appendices;
 - HROD Annual Report – “A great workforce for a great city”.
 - Health & Safety Annual report.

2. RECOMMENDATIONS:

- 2.1 That Committee notes the HROD and Health & Safety Annual reports that set out the activities, assurance and business plan priorities for the HROD service.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 HROD comprises the following services:
 - Human Resources.
 - Health, Safety & Wellbeing.
 - Workforce & Organisational Development
- 3.2 The HROD service supports a workforce of 4,315 directly employed staff and a further 4,634 schools staff.
- 3.3 The HROD Annual report (Appendix 1) sets out that during 2017/18 the council launched a new and significant programme of work.

3.4 For the council to create a reputation as an exemplar employer in the city it is important to ensure:

- We are able to recruit and retain the staff needed to deliver services and meet the diverse needs of the city's residents and visitors.
- The council is a high performing organisation.
- There is an inclusive working environment where there is equality of opportunity.
- There is a culture that supports staff to do their best.

3.5 These priorities are being delivered through five 'People Promises'. These are set out on pages 8-9 of Appendix 1 – HROD Annual Report. Appendix 3 sets out the high level project plan for the People Promise programme and Appendix 4 details the relevant key performance indicators for this programme of work.

3.6 The Health & Safety report set out in Appendix 2, outlines the council's management arrangements for health, safety and welfare. The report details achievements in the past year (2017/18), key risk issues and priorities for 2018-20.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

4.1 Not applicable.

5. COMMUNITY ENGAGEMENT & CONSULTATION

5.1 Regular engagement work has taken place with staff via focus groups, staff surveys, with our recognised Trade Unions, our workers forums and the council's leadership teams.

6. CONCLUSION

6.1 The HROD and Health & Safety annual reports are key assurance reports in outlining the achievements, challenges and future focus for the service.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

7.1 In February 2018 Full Council approved modernisation funding in 2018/19 of up to £0.2m to support the *Our People Promise* projects, which was subject to approval of a business case by the Corporate Modernisation Delivery Board. There are no other direct financial implications.

Finance Officer Consulted: Peter Francis

Date: 28/06/18

Legal Implications:

7.2 The Council is under a statutory duty to promote equality of opportunity and to eliminate discrimination (Public Sector Equality Duty). The implementation of 'Our People Promise', would be evidence of BHCC's compliance with that duty.

Equalities Implications:

- 7.3 *Our People Promise* will support the council to deliver its commitments and obligations to be a fair employer, and to have a workforce that reflects the community we serve. The HR&OD annual report also sets out the current workforce equalities profile.

Sustainability Implications:

- 7.4 None identified.

Any Other Significant Implications:

- 7.5 None identified.

SUPPORTING DOCUMENTATION

Appendices:

1. HR&OD Annual Report 2017/18
2. Health & Safety Annual Report 2017/18
3. Our People Promise - High level Programme Plan
4. Our People Promise – Performance Indicators

Documents in Members' Rooms

1. None

Background Documents

1. None

