

Subject:	Human Resources and Organisation Development Annual Report		
Date of Meeting:	24th June 2014		
Report of:	Catherine Vaughan		
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Ward(s) affected:	All		

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

- 1.1 The Human Resources & Organisational Development (HROD) service has been under new managerial leadership since July 2013. The service comprises Human Resources, Health and Safety and Workforce and Organisational Development.
- 1.2 The purpose of the report is to highlight the contribution the service has made in supporting the organisation over the last 12 months and set out the focus of our activity this year to support the Council delivering the Corporate Plan, particularly the priority of Modernising the Council. This is in response to feedback from members and senior management that there was not a sufficient profile or understanding of the work the function undertook.

2. RECOMMENDATIONS:

- 2.1 That the Committee note the annual report of activity, assurance and business plan priorities from the Human Resources & Organisational Development (HROD) Service.
- 2.2 That the Committee consider whether key performance updates from HROD would be welcome on a regular basis.

3. CONTEXT/ BACKGROUND INFORMATION

The HROD service is a key enabler for delivery of the modernisation programme for the Council as defined by Priority 4 of the Corporate Plan. It plays a key role in ensuring that the council is high performing providing well defined policies, insightful management information and advice and training and development on workforce issues. It is also a key component of our overall corporate governance arrangements.

- 3.3 It is important that HR/OD has a visible role in the organisation and is able to add challenge, provide solutions and define activities that will enable the council to meet its priorities. The challenging landscape for the council in delivering services against restricted budgets means that HR/OD needs to add value to the planning and options and to effective implementation.
- 3.4 The recent structural change which moved the function to be part of the Finance and Resources Directorate has provided better opportunity for greater collaboration across support services. This ensures that the use of people, technology and finance are more effectively scrutinised. We know that in particular more joined up working between HR and Finance functions provides better outcomes for the organisation.
- 3.5 The annual report provides an overview of the broad range of activities undertaken by the HROD service including information on:
- Training and Development
 - The Culture Change programme
 - How we have supported managers with complex casework
 - An outline of the strategic HR support provided particularly in relation to workforce planning
 - Recruitment activity
 - Provision of Occupational Health support
 - Health and Safety advice and assurance
 - Payroll and pension activities
 - Policy and project work.
- 3.6 It includes many achievements as well as the challenges faced. In addition, it sets out the current Business Plan priorities and how people can get involved by providing feedback on their experiences and help to influence how we shape our service for the future.
- 3.7 The Council's workforce is the greatest resource it has and the report provides context and assurance on what is done to support this resource. This is the first annual report but it is expected this will be continued from this point to build up a benchmark of activity.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

Not applicable

5. COMMUNITY ENGAGEMENT & CONSULTATION

- 5.1 This report is intended to provide information only at this stage and to seek the views of the committee for further performance reporting.

6. CONCLUSION

- 6.1 Obtaining the views of the committee on future performance data will enable Human Resources to provide assurance on the arrangements in place.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

7.1 Not applicable

Finance Officer Consulted: Name Nigel Manville Date: 12/06/14

Legal Implications:

7.2 Not applicable

Lawyer Consulted: Name Oliver Dixon Date: 12/06/14

Equalities Implications:

7.3 The report includes reference to the work undertaken on workforce equalities.

Sustainability Implications:

7.4 HR & OD are supporting the councils sustainability strategies by supporting the Health and Happiness objective of the One Planet Living plan.

Any Other Significant Implications:

7.5 None identified

SUPPORTING DOCUMENTATION

Appendices:

1. HR&OD Annual report for 2013/14

Documents in Members' Rooms

1. None

Background Documents

1. None

Crime & Disorder Implications:

1.1 Not applicable

Risk and Opportunity Management Implications:

1.2 Not applicable

Public Health Implications:

1.3 Not applicable

Corporate / Citywide Implications:

1.4 Not applicable