

Subject:	HROD Annual Report		
Date of Meeting:	23rd June 2015		
Report of:	Executive Director Finance & Resources		
Contact Officer:	Name:	Sue Moorman	Tel: 293629
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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 comprises Human Resources, Health and Safety and Workforce and Organisational Development.
- 1.2 This is the second year the service have purpose an annual report, its purpose is to highlight the continued contribution the service has made in supporting the organisation over the last 12 months and set out the focus of our activity this year.

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.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 HR&OD's contribution to the organisation can be defined by providing a good payroll and administration service and having well defined polices advice and training and development on workforce issues. Furthermore the service is a key enabler for delivery of modernisation activity in delivering a modern council.
- 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.
- 3.4 It provides an overview of the broad range of activities undertaken by the HROD service and its contribution to supporting corporate priorities, including information on:

- Learning and Development
- Culture Change programme
- Supporting managers with complex casework
- Supporting change across the organisation
- Recruitment activity
- Provision of Occupational Health support
- Health and Safety advice and assurance
- Payroll and pension activities
- Policy and project work

3.5 The report 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.

3.6 The Council's workforce is the largest resource it has and the report provides context and assurance on what is done to support this resource.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

4.1 Not applicable.

5. COMMUNITY ENGAGEMENT & CONSULTATION

5.1 Not applicable.

6. CONCLUSION

6.1 The Human Resources and Organisational Development (HROD) annual report highlights the contribution and achievements the service has made in supporting the organisation over the last 12 months, and sets out the focus of our activity for 2015-16.

7. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

7.1 There are no direct implications arising from this report. The HROD service provides the functions outlined in the report within it's annual budget of £3.2m.

Finance Officer Consulted: Name Peter Francis

Date: 3/6/15

Legal Implications:

7.2 There are no legal implications arising from this report.

Lawyer Consulted: Elizabeth Culbert

Date: 050615

Equalities Implications:

7.3 There are no sustainability implications arising from this report.

Sustainability Implications:

7.4 There are no sustainability implications arising from this report.

SUPPORTING DOCUMENTATION

Appendices:

Appendix 1 HROD annual report 2014-15

Appendix 2 Health & Safety annual report 2014-15

