

Subject:	Human Resources & Organisational Development Annual Report		
Date of Meeting:	21 June 2106		
Report of:	Executive Director Finance & Resources		
Contact Officer:	Name:	Sue Moorman	Tel: 293629
	Email:	Sue.moorman@brighton-hove.gov.uk	
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 The purpose of the annual 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.

2. RECOMMENDATIONS:

- 2.1 That the Committee note the annual reports of activity, assurance and business plan priorities from the Human Resources & Organisational Development (HROD) and Health & Safety Service.
- 2.2 That the Committee notes the relevance of these reports and their contribution to the council's annual governance statement

3. CONTEXT/ BACKGROUND INFORMATION**3.1 General Background**

- 3.2 HR&OD's contribution to the organisation has to be defined by providing a good payroll and administration service and having well defined policies, advice, assurance frameworks and training and development on workforce issues. Furthermore the service is a key enabler for delivery of the modernisation programme 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 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

3.5 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.

3.6 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.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

4.1 Not applicable

5. COMMUNITY ENGAGEMENT & CONSULTATION

5.1 None

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 There are no direct financial implications arising from the recommendation of this report. It is anticipated that the costs of providing the Health & Safety business plan will be met within existing resources.

Finance Officer Consulted: Peter Francis

Date: 31/05/16

Legal Implications:

7.2 There are no legal implications arising from this report

Lawyer Consulted: Elizabeth Culbert

Date: 01/06/16

SUPPORTING DOCUMENTATION

Appendices:

1. HR&OD Annual report for 2015/16
2. Health & Safety Annual report 2015/16

Background Documents:

None

