

Report to Stronger Council Select Committee

Date of meeting: 13 April 2021

Portfolio: Corporate Services (Cllr Kane)

Subject: People Strategy Update

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Recommendations/Decisions Required:

To consider the People Strategy Update report.

Report:

1. The People Strategy and Plan 2020/2022 sets out clear actions and timescales over a two-year period to support the Council deliver its strategic objectives and is divided into 6 workstreams;
 - Attracting, on boarding and retaining the best talent
 - Developing our leadership
 - Embracing change to support EFDC evolution
 - Creating a culture of engagement and wellbeing
 - Developing our skills and behaviours to make EFDC a great place to work
 - Achieving organisational goals through a high performing and flexible workforce

At the core is transforming the People Team to become an enabler for the organisation.

The Strategy sets out the ambition for our workforce – the right people with the right skills, highly motivated high performing and business efficient.

2. Appendix 1 sets out the achievements realised during Year 1 of the Strategy, 2020 – 2021. In summary, the People Team supported the organisation's wellbeing, the accommodation project developing new ways of working, developing the culture to become more resilient, improving policies and process, including the use of technology to automate as much as possible.
3. Appendix 2 sets out the work programme to achieve Year 2 of the Strategy 2021 – 2022.

Reason for decision:

The report is for consideration by the Select Committee so that comments can be made, decisions taken on further reports as part of the Work Programme and have an oversight on the projects to continue to take the People Strategy forward.

Options considered and rejected:

Not applicable

Resource implications:

No budget resources or staff capacity is required at this stage, however these will be identified

during the Project Brief stage for individual projects.

Legal and Governance Implications:

Not applicable

Safer, Cleaner, Greener Implications:

Not applicable

Consultation Undertaken:

The trade unions, members and managers were consulted on the proposed People Strategy in 2020.

Background Papers:

Not applicable

Impact Assessments:

Risk Management

An assessment of risk is part of the consideration when completing a Project Brief for individual projects

Equality:

An Equality Assessment will be carried out as part of the Project Brief for the individual projects