



Hinckley & Bosworth
Borough Council

A Borough to be proud of

FORWARD TIMETABLE OF CONSULTATION AND DECISION MAKING

ETHICAL GOVERNANCE AND
PERSONNEL COMMITTEE
COUNCIL

14 AUGUST 2017
5 SEPTEMBER 2017

WARDS AFFECTED: 'ALL WARDS'

PEOPLE STRATEGY 2017-2021

Report of Director of Corporate Services

1. PURPOSE OF REPORT

- 1.1 To present the draft People Strategy 2017-2021, outlined in Appendix 1, that sets out the strategic priorities for our workforce for the next four years.

2. RECOMMENDATION

- 2.1 To endorse the People Strategy 2017-2021 - for approval at Council on 5 September 2017.

3. BACKGROUND TO THE REPORT

- 3.1 The recently approved Corporate Plan sets out the councils clear vision 'Place of Opportunity' and the strategic priorities over the next four years. Our workforce is essential in achieving this vision and the revised People Strategy provides a broad framework to enable the council's workforce to be effectively resourced and developed in order to deliver those strategic objectives.
- 3.2 The aim of the strategy is to assist the council to:
- Understand the medium and longer term pressures on the councils services
 - Plan and develop our workforce in order to meet those challenges
 - Support and nurture our workforce; thereby enhancing the value and contribution of our employees

3.3 This is our third People Strategy since 2006 which builds upon our progress as an organisation since that date and to prepare for future challenges and opportunities. The strategy has four strategic themes:

- **Nurturing and Attracting Talent**
- **Building an Agile and flexible Workforce**
- **Encourage Innovation and Enterprise**
- **Promote Health and Wellbeing**

Each strategic theme includes projects which will drive our plan of work over the next few years. In some instances some work is already underway as part of day activity, such as developing our recruitment material to enhance our attraction and selection methods. However the strategy does identify discrete projects such as the review of the council's pay structure due to the impact of the living wage, which will be an immediate priority due to the impact upon the workforce and organisation.

3.4 Given that this is a long term plan and that there will be potential for change during the life of the strategy, the strategy is designed to be flexible in regard to its delivery. The broad strategic actions within each theme will therefore be prioritised and monitored by the Strategic Leadership Team as part of the service planning process.

4. EXEMPTIONS IN ACCORDANCE WITH THE ACCESS TO INFORMATION PROCEDURE RULES

4.1 The report to be taken in open session.

5. FINANCIAL IMPLICATIONS [AW]

5.1 The People Strategy 2017-2021 notes pressures from the Apprenticeship Reform requirements from 2017 and the introduction of the £9 minimum hourly rate for over 25 year olds as part of the National Living Wage changes being introduced in 2020. The current Medium Term Financial Strategy included total costs for these pressures of £233,000 up to 2020/21. These costs will be reviewed in light of any further announcements by Central Government and changes made as required.

5.2 The impact of pay costs have been forecast in the MTFS based on the current 1% pay inflation expected, any change to this assumption will affect forecast costs

6. LEGAL IMPLICATIONS [AR]

6.1 None directly arising from the report.

7. CORPORATE PLAN IMPLICATIONS

7.1 The People Strategy directly supports all of the priorities of the Corporate Plan.

8. CONSULTATION

8.1 Consultation has taken place with all staff and the Unison branch.

9. RISK IMPLICATIONS

9.1 It is the Council's policy to proactively identify and manage significant risks which may prevent delivery of business objectives.

9.2 It is not possible to eliminate or manage all risks all of the time and risks will remain which have not been identified. However, it is the officer's opinion based on the information available, that the significant risks associated with this decision / project have been identified, assessed and that controls are in place to manage them effectively.

9.3 The following significant risks associated with this report / decisions were identified from this assessment:

None

10. KNOWING YOUR COMMUNITY – EQUALITY AND RURAL IMPLICATIONS

10.1 Due regard to equalities will be considered for each project within the strategic aims. Impact assessments will be carried out if relevant as part of the delivery of each project.

11. CORPORATE IMPLICATIONS

11.1 By submitting this report, the report author has taken the following into account:

- Community Safety implications
- Environmental implications
- ICT implications
- Asset Management implications
- Procurement implications
- Human Resources implications
- Planning implications
- Data Protection implications
- Voluntary Sector

Background papers: None.

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