

Corporate Services PPB: September 3rd 2013

Year 1 Evaluation of The People Plan (2012-2015)

Background

- **Launched Spring 2012**
- **Linked to the Staff Survey 2011 / Workforce Profile 2011 set within context of austerity measures / reducing and ageing workforce**
 - **Aim of People Plan:**
To place our workforce at the heart of the organisation as it recognises that this is our most valuable asset.

HBC People Plan

A vision for our workforce 2012-2015

Built around 4 Key Strategic Objectives:

- 1. Attract, Develop and Retain Excellent People**
- 2. Excellence in Leadership and Management Development**
- 3. Being an Excellent Employer**
- 4. Promoting Organisational Excellence**

- **Each Strategic Aim contains a number of objectives, number of actions, number of success measures, with linked outcomes and timescales**
 - **The Plan is monitored by the Organisational Development Group, chaired by Strategic Director, Policy & Resources, with membership across the 3 Directorates and Trade Unions.**

Specific Achievements

- **Maintaining & updating the Organisation`s Workforce Profile**
- **Ensuring continued investment in our Workforce**
 - **Devising and implementing a Talent Strategy**
 - **Devising and introducing an Employee Recognition & Award Scheme**
 - **Implementing a Healthy Workforce initiative**
 - **Meeting Legislative Requirements**

- **Maintaining & updating the Organisation`s Workforce Profile**
 - Possess the best ever staff records
 - Able to establish key workforce trends & develop policies in light of those trends
- **Ensuring continued investment in our workforce**
 - Most occurring highest qualification has risen from Level 2 to Level 3
 - EDR has been revised and more user-friendly
 - Challenge remains to increase completion rate

- Possessing a qualified & competent workforce helps organisation achieve positive audit and external inspection outcomes.

•Devising and implementing a Talent Strategy

-Ensuring that the Council possesses a skilled, competent and knowledgeable workforce via:

***Apprenticeship Strategy**

***Volunteer Strategy**

***Graduate Scheme**

Work is developing at different speeds in these areas.

- **Devising and introducing an Employee Recognition & Award Scheme**

- 2nd year of operation as a result of Staff Survey /
improving staff morale

- New appealing categories:

- Rising Star**

- Leadership & Motivation**

- Outstanding Customer Service**

- Achieving Value for Money**

- Unsung Hero**

- Team of the Year**

- **Implementing a Healthy Workforce initiative**
 - **Working Group established, focusing on managing the wellbeing of staff, as opposed to traditional focus on sickness.**
 - **Organisation to benefit from increased productivity, reduced absenteeism and improved staff morale.**
 - **Healthy Workforce Portal / Workplace Health 'Champions'**

- **Meeting Legislative Requirements**
 - **Equality Act 2010**
 - **Public Sector Equality Duty 2011**
 - **National Minimum Data Set – Social Care (Adults & Children`s)**

Learning & Development:

**Developed & Designed to address
the issues from the staff survey &
promote the outcomes from the
People Plan**

The L&D Offer & Achievements'

- **Off/on the Job Training** **239**
- **Coaching & Mentoring** **45**
- **Management Pathway** **51**
- **National Vocational Qualifications**
45 Level 3 (40)
- **Academic Qualifications** **47**

Future Challenges:

Specific Challenges within next 12 months:

- Devising & implementing a Talent Pool**
- Devising & implementing an Organisational Succession Plan**
- Developing a Learning & Development, A Managers Guide**
- Developing more effective Leaders**

These developments will affect all employees within the organisation, with development opportunities being made available to everyone regardless of position.

A further progress report will be made to the Board in 12 months time.