

# WIRRAL COUNCIL

## COUNCIL EXCELLENCE OVERVIEW AND SCRUTINY COMMITTEE

12 JULY 2011

<b>SUBJECT:</b>	<b>THE PEOPLE STRATEGY 2010-2013: 2010-2011 ACHIEVEMENTS</b>
<b>WARD/S AFFECTED:</b>	<b>ALL</b>
<b>REPORT OF:</b>	<b>DIRECTOR OF HR, LAW AND ASSET MANAGEMENT</b>
<b>RESPONSIBLE PORTFOLIO HOLDER:</b>	<b>COUNCILLOR ADRIAN JONES</b>
<b>KEY DECISION?</b>	<b>NO</b>

### 1. EXECUTIVE SUMMARY

- 1.1 This report provides an update on the People Strategy achievements for 2010-2011 (Appendix One).

### 2. BACKGROUND

- 2.1 The People Strategy was agreed by Cabinet on 18 March 2010 and by Employment and Appointments Committee on 17 June 2010. The aim of the People Strategy is to ensure that Wirral Council has an effective and productive workforce to meet its current and future objectives.
- 2.2 The principles of the People Strategy are that people who are well led, healthy, motivated and developed, are more likely to deliver effectively.

### 3. KEY ISSUES

#### 3.1 People Strategy Themes

The Council's strategic people issues are being addresses through focusing our attention and prioritising action within 5 key themes:

1. *Developing and delivering leadership*
2. *Developing our organisation, communication and culture*
3. *Developing skills, capability and capacity to deliver performance*
4. *Delivering performance through an effective management framework and efficient processes*
5. *Delivering our role as a good employer*

The People Strategy themes will be reviewed as part of the 2011-2012 Implementation Plan.

### **3.2 People Strategy Implementation Plan 2010-2011**

3.2.1 The People Strategy is being delivered through the implementation plan 2010-2011. The achievements for 2010-2011 are detailed at Appendix One.

### **3.3 People Strategy Implementation Plan 2011-2012**

3.3.1 The Council's Corporate Plan 2011-2014, agreed by Cabinet on 17 March 2011, identified four key themes. Under the fourth theme: "Your Council", the implementation and delivery of the People Strategy is identified as a key objective in ensuring a well led, skilled, committed and flexible workforce.

3.3.2 The People Strategy implementation plan will be reviewed for 2011-2012 and will be presented to the Employment and Appointments Committee in September 2011 for consideration.

## **4. Financial Implications**

4.1 The People Strategy is delivered within existing resources.

## **5. Staffing implications**

5.1 There are no staffing implications

## **6. Equal opportunities implications**

6.1 The specific activities within the People Strategy are included in the ongoing programme of equality impact assessment

## **7. Community safety implications**

7.1 There are no community safety implications.

## **8. Local Agenda 21 implications**

8.1 There are no Local Agenda 21 implications.

## **9. Planning implications**

9.1 There are no planning implications.

## **10. Anti-poverty implications**

10.1 There are no anti-poverty implications.

## **11. Social inclusion implications**

11.1 The people strategy implementation plan identify how projects and activities are directly or indirectly tackling inequalities in Wirral, and outcomes will be monitored.

## **12. Local Member Support implications**

12.1 There are no local Member support implications

## **13. Background Papers**

13.1 There are no background papers for this report

## **14. Recommendations**

The Overview and Scrutiny Committee is recommended to:

- i. Note the People Strategy achievements for 2010-2011.

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### **APPENDICES:**

Appendix One: People Strategy Achievements 2010-2011

### **SUBJECT HISTORY (last 3 years)**

<b>Council Meeting</b>	<b>Date</b>
<b>Employment and Appointments Committee</b>	<b>23 November 2010</b>
<b>Employment and Appointments Committee</b>	<b>17 June 2010</b>
<b>Cabinet</b>	<b>18 March 2010</b>