

WIRRAL COUNCIL

EMPLOYMENT & APPOINTMENTS COMMITTEE – 23 NOVEMBER 2010

REPORT OF THE DIRECTOR OF HR, LAW & ASSET MANAGEMENT

THE PEOPLE STRATEGY 2010-2013: QUARTER 3 UPDATE

1. Executive Summary

1.1 This report provides an update on the People Strategy implementation plan for 2010-2011 (Appendix 1).

2. Background

2.1 The People Strategy was agreed at Cabinet on 18 March 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 consistently and efficiently at a higher level.

2.3 The People Strategy was approved by Employment and Appointments Committee on 17 June 2010 and requested a six month monitoring report.

3. 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

4. Delivering the People Strategy

4.1 The People Strategy is being delivered through the implementation plan with identified activities as shown at Appendix 1.

4.2 The implementation plan has been updated to include details of progress to date, against priority improvement areas for 2010-2011.

4.3 Delivery of the implementation plan is ongoing and is being delivered through specific work plans, Departmental Plans, the Workforce Development Plan, and other Strategies.

4.4 The People Strategy continues to have ownership and leadership through the Employment and Appointments Committee, the Executive Management Team, and managers and staff across the organisation.

5. Financial Implications

5.1 The People Strategy is delivered within existing resources.

6. Staffing implications

6.1 There are no staffing implications

7. Equal opportunities implications

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

8. Community safety implications

8.1 There are no community safety implications.

9. Local Agenda 21 implications

9.1 There are no Local Agenda 21 implications.

10. Planning implications

10.1 There are no planning implications.

11. Anti-poverty implications

11.1 There are no anti-poverty implications.

12. Social inclusion implications

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

13. Local Member Support implications

13.1 There are no local Member support implications

14. Background Papers

14.1 There are no background papers for this report

15. Recommendations

Employment & Appointments Committee is recommended to:

(1) Note the progress to date for the People Strategy implementation plan.

Bill Norman
Director of Law, HR and Asset Management