

REPORT TO:		Resources Overview and Scrutiny Committee	
DATE:		19 July 2016	
PORTFOLIO:		Cllr Gareth Molineux - Resources	
REPORT AUTHOR:		Kirsten Burnett and HR team members	
TITLE OF REPORT:		People Strategy Update	
EXEMPT REPORT (Local Government Act 1972, Schedule 12A)	No	Not applicable	
KEY DECISION:	No	If yes, date of publication:	

1. Purpose of Report

- 1.1 To report on progress made against actions and targets in the People Strategy – **Appendix 1.**
- 1.2 To report on our workforce profile – **Appendix 2.**

2. Recommendations

- 2.1 That the committee notes the report and proposed actions for the coming year.

3. Reasons for Recommendations and Background

- 3.1 Our People Strategy was agreed in January 2014 and covers the period 2014-18, running in line with the Corporate Strategy. Progress against the actions identified within the strategy is reported in appendix 1.
- 3.2 This strategy is supported by an annual training programme, which responds to needs identified through PDRs and other corporate priorities.
- 3.3 There are now 5.2 full time equivalent staff within the HR team and we no longer have a dedicated Organisational Development Team. This represents a reduction of over 30% in the last 6 years (greater than the overall reduction in both FTE and actual staffing numbers). This makes delivery of our more strategic, proactive actions a challenge given the level of operational service we deliver.
- 3.4 The following indicators, some of which are explored in further detail within the Workforce Report in appendix 2, are the historical BVPIs. We continue to report on these as it is easy to do so and they show how certain aspect of our workforce make up is changing over time. There are no significant changes compared to last year.

	Indicator	Actual 2013/14	Actual 2014/15	Actual 2015/16	
BV 11a	Top 5% of Earners: Women	31.25%	33.3%	31.61%	↓
BV 11b	Top 5% of Earners: Ethnic Minorities	0%	0%	0%	↔
BV 11c	Top 5% of Earners: with a Disability	0%	6.8%	6.83%	↑
BV 12	Working Days Lost Due to Sickness Absence	8.33 days	7.19	7.09	↓
BV 14	% of Early Retirements	11.77%	1.6%	1.3%	↓
BV 15	% of Ill Health Retirements	2.94%	0.3%	0.3%	↔
BV 16a	% of Employees with a Disability	8%	6.8%	7.95%	↓
BV 17a	Ethnic Minority Employees	2.88%	3.23%	3%	↑

3.5 The workforce report is published on our website and, along with our Pay Policy, meets the requirements of the Equality Act 2010 and the Local Government Transparency Code 2015.

Employee Survey results

3.6 We recently conducted an employee survey, using a much shorter set of questions than previously. 68% of staff completed this. The results and comments have been circulated to all staff, including sending people their team results, and we will work with a small group to explore what actions we should take to make further improvements.

For the first 10 questions, options were: 4 - We do really well at this; 3 - We're pretty good at this; 2 - We do this sometimes ; 1 - We don't do this

	Average Score
PLAN - I know where we're heading as a council and understand the plan	2.86
MANAGEMENT - I have trust and confidence in my manager	3.16
VALUES - Managers demonstrate the organisation's values through their behaviour	3.1
MANAGING CHANGE - I get open communication about change and asked to get involved in the big decisions if they impact on me	2.77
VOICE - My views are listened to, acted on, and help us improve services	2.82
EXPECTATIONS - I know what's expected of me in my job and how I contribute	3.53

POTENTIAL - I have regular one-to-one conversations on my performance and development	2.87
WELLBEING - Health, wellbeing and work-life balance are important here	3.36
PRIDE - I am proud to say I work here and speak highly of us to my friends	3.16

	Strongly Agree	Agree	Disagree	Strongly Disagree
Overall, I am satisfied with my current job	30.77%	53.25%	13.02%	2.96%

3.7 We continue to run a payroll service for a number of external bodies and act as an umbrella body administering DBS checks for organisations within Hyndburn. These activities bring in a small income.

4. **Alternative Options considered and Reasons for Rejection**

4.1 Not applicable.

5. **Consultations**

5.1 Not applicable.

6. **Implications**

Financial implications (including any future financial commitments for the Council)	N/a
Legal and human rights implications	None, the report is primarily for information.
Assessment of risk	N/a
Equality and diversity implications <i>A Customer First Analysis should be completed in relation to policy decisions and should be attached as an appendix to the report.</i>	HR policies are subject to a CFA. This report is primarily for information and does not seek to implement any new policies etc.

7. **Local Government (Access to Information) Act 1985: List of Background Papers**

7.1 Not applicable.

8. **Freedom of Information**

8.1 The report does not contain exempt information under the Local Government Act 1972, Schedule 12A and all information can be disclosed under the Freedom of Information Act 2000.