

Thursday, 26 January 2023

Report of the Head of HR & OD

People and Organisational Development Strategy

Exempt Information

None.

Purpose

To update members regarding the development of a People and Organisational Development Strategy 2022 – 2025 and associated action plan.

Recommendations

It is recommended that the Committee approve the People and Organisational Development (POD) Strategy and action plan.

Executive Summary

The People & Organisational Development (POD) Strategy was developed over six clearly defined stages. This included consultation with key stakeholders; the Human Resources Team, Heads of Service and Corporate Management Team in order to fully understand customer expectations to support operational service plans. In addition, there was a comprehensive review of TBC's organisational strategy to assess the Council's current position together with its aspirations.

The POD strategy (detailed at Appendix 1) is fully aligned to the Council's strategic Corporate Plan and creates the platform in which Human Resources plans, processes and activities will enable TBC to achieve success through its people.

The strategy has 8 key thematic areas:

1. Attraction and Retention – Employer of choice
2. Recruitment and Selection – Open and transparent
3. Learning and Development – Learning organisation
4. Succession Planning – Future leaders
5. Performance – High performing organisation
6. Wellbeing – Promoting a healthy organisation
7. Diversity and Inclusion – an inclusive employer
8. Policy and Practice – SMARTER working

Each theme has sub-sections and actions which will be managed through Pentana, the Council's performance management system, and reported through the HR Service Plan.

Options Considered

No other practicable options were identified.

Resource Implications

Budgets for training are already in place and there is no further financial investment required for the delivery of the action plan (detailed at Appendix 2).

Legal/Risk Implications Background

The People and Organisational Development Strategy will mitigate organisational risks by creating a platform in which Human Resource plans, processes and activities can enable the organisation to achieve success through its people.

Equalities Implications

There are no adverse equality implications as a direct result of this strategy.

Environment and Sustainability Implications (including climate change)

None.

Background Information

None.

Report Author

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List of Background Papers

None.

Appendices

Appendix 1 – People and Organisational Development Strategy

Appendix 2 – People and Organisational Development Action Plan