

## REPORT

<b>SUBJECT:</b>	People and Organisational Development Strategy 2014 – 2017 Progress Report
<b>MEETING:</b>	Special Strong Communities Select
<b>DATE:</b>	17 <sup>th</sup> March, 2016

### 1. PURPOSE:

- 1.1 The purpose of this report is to present a progress report for the People and Organisational Development Strategy for Member scrutiny and to seek approval for the next steps for the concluding year of the current strategy.

### 2. KEY ISSUES:

- 2.1 Modern day local government is moving at pace, and our people and organisation need to keep up with the changes in order for the Council to support sustainable communities and economies. The People and Organisational Development Strategy was agreed through the Council's committee approval process and is rapidly changing to meet the ever emerging needs, in essence demand is driving design.
- 2.2 This being the ultimate year of implementation, the business plan has evolved and has been refined through learning and experience, as well as sharing working practices with other organisations to ensure the strategy is robust, sustainable and fit for purpose.
- 2.3 Whilst we have achieved significant outcomes in the last twelve months, through our collation of evidence we are now in a position to present a new way of working across the whole of People Services. We have created an offer to meet the needs of those people both on and off our payroll and organisation, permitting us to future proof our approach.

### 3. REASONS:

- 3.1 Our people will always be at the heart of everything we do, they are our greatest resource. The collective purpose, passion and talents of our colleagues are the foundations of our success as a council and county.
- 3.2 The 'People Services Offer' will allow us to provide our people with a cohesive pathway throughout their time working with the organisation and to enable them to work with purpose in delivering sustainable and resilient communities.

- 3.3 The business plan for 2016 – 2017 aligns with the iCounty Strategy, Draft A County that Serves Strategy, Engagement Strategy, Enterprise Strategy, Corporate Service Improvement Plan, Single Integrated Plan and has a strong focus on the Wellbeing and Futures Generation Act.

#### **4. RESOURCE IMPLICATIONS:**

- 4.1 None arising from this report.

#### **5 CONSULTTEES:**

- a) Senior Leadership Team
- b) People Programme Board
- c) MonMinds
- d) Feedback from managers, supervisors and our colleagues on and off our payroll.

#### **6 BACKGROUND PAPERS:**

- a. The People and Organisational Development Strategy
- b. The Draft A County That Serves Strategy
- c. The Progress Report of the People and Organisational Development Strategy 2015-2016

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