

SUBJECT:	People Services Annual Report June 2016
MEETING:	Cabinet
DATE:	27 July 2016
DIVISION/WARDS AFFECTED:	None

1. PURPOSE:

To present Cabinet with the first People Services Annual report for information and comment.

2. RECOMMENDATION:

Cabinet consider the contents of the first People Services Annual Report and identify any issues that they would like the People Services Team to consider going forward.

3. KEY ISSUES:

- 3.1 Our People are at the heart of everything we do. The collective purpose, passion and talents of our colleagues, on and off the payroll are the foundations to our success as a council and a county.
- 3.2 We believe that people join public service to make a difference and we have developed our people services in order to ensure that we are best placed to engage, support and develop our workforce , to ensure they are able to do just that, make a difference.
- 3.3 To provide clarity of purpose and direction we developed a People and Organisational Strategy, underpinned by an ambitious delivery work programme. We have reported progress against the strategy in 2015/16 and the attached People Services annual Report, June 2016, provides a summary of activity against our areas for improvement during the year.
- 3.4 We can be proud of what the service has achieved during the year and this will now form the base line for monitoring future activity. Bringing the different elements of People services together has delivered a more coherent, effective and efficient service organised around a common purpose.

4. REASON:

To provide cabinet with information regarding the activity of People Services against key areas identified in the Council's People and Organisational Strategy.

5. RESOURCES:

None

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS

The People and Organisational Development strategy well – being of future generations assessment is attached, as appendix 2, which forms the basis of the activity which is reflected in the People Service’s Annual Report.

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