

## **MONMOUTHSHIRE COUNTY COUNCIL**

**Extract from the Minutes of the meeting of Strong Communities Select Committee held at County Hall, The Rhadyr, Usk, NP15 1GA on Thursday, 21st July, 2016 at 10.00 am**

### **6. People Services**

#### **Context:**

To present Strong Communities Select Committee with the first People Services Annual report for information and comment. We recommend that the Select Committee 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.

#### **Key Issues:**

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.

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.

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.

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.

#### **Member Scrutiny:**

Members questioned the relevance of the data given the date of the survey. The Committee were told that there were no plans to undertake the survey on an annual basis, it was felt that the quality of questions was paramount with staff being asked the questions they wanted to answer.

Members expressed that they felt that the results reassured them that the staff weren't being ignored.

A Member spoke about the Council building a similar structure as the Investors in People programme with importance being placed on speaking to staff, noting their interests, growing your own staff.

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The Committee were told that new initiatives were taking place, with coded pathways and training already there, social media is now playing a large part in attracting people to the jobs within Council.

The Committee asked about staff appraisals and were told about the new service applying an emphasis on quality rather than quantity.

We were told that the leadership team had a duty of care for their staff.

### **Committee's Conclusion:**

The Chair thanked the Officer for the report and asked for a copy of the 2014/15 staff survey form.

The Committee will look at reviewing this regularly.