

OVERVIEW & SCRUTINY BOARD

18TH DECEMBER 2007

DRAFT PEOPLE STRATEGY 2007 – 2010

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SUMMARY

1. To provide the Overview and Scrutiny Board with the draft People Strategy 2007 – 2010 for comments.

INTRODUCTION

2. The People Strategy links the Council's overall vision, values and priorities with national and regional challenges whilst also demonstrating how these will be achieved in HR terms. Formerly the strategy has been annual but in 2007 it has been updated and developed into a three year plan in line with national guidelines.
3. The People Strategy 2007 – 2010 amalgamates the organisation's strategic human resource requirements and workforce planning processes to form Middlesbrough Council's overarching approach to people management for the next three years.
4. The format of the People Strategy 2007 – 2010 has evolved and now comprises:
 - Part One The People Strategy – provides an overview of the medium-term priorities for all strategic human resources and the workforce planning process.
 - Part Two The Corporate Workforce Plan - explains how our human resource priorities will be delivered in practical and operational terms and the Corporate Workforce Development Plan details how we intend to address current and future skill requirements.

Part Three The Workforce Profile - contains an analysis of the current workforce of Middlesbrough Council and other statistical information used in the workforce planning process.

5. The People Strategy 2007 – 2010 has evolved from, and builds, on the actions contained in the People Strategy 2006 – 2007, which was the Council's second People Strategy.

EVIDENCE/DISCUSSION

6. The Council needs a People Strategy to underpin its staffing and OD activities. The absence of such a strategy would lead to activities not being focused and targeted.

BACKGROUND PAPERS

7. Improvement Partnership for North East Local Government - Delivery Plan 2006 - 2008

The National Pay and Workforce Strategy - A People Strategy for Councils (2007)
– Department of Communities and Local Government

Workforce Development Planning Guide – Employers' Organisation 2004

Skills: Getting on in business, getting on in work. Government White Paper 2006

CIPD response to Skills: Getting on in business, getting on in work Government White Paper 2006

Skills Shortages. Labour Market Trends. Office of National Statistics 2002

All Our Futures. The Challenges for Local Governance in 2015– Office of the Deputy Prime Minister

North East Regional Pay and Workforce Strategy Implementation Plan 2004

Joint Guidance on Local Workforce Development Plans - National Joint Council for Local Government Services 2005

Tees Valley Joint Strategy Unit

Get On in Local Government – the local government skills for life strategy in England 2005-7

Middlesbrough Council and HBS Strategic Partnership Annual Service Review 2005-06

Skills for Care Social Care National Minimum Data Set (NMDS-SC)

Fit for Business - Building a Strategic HR Function in the Public Sector, Chartered Institute of Personnel and Development

Pay and Workforce Strategy for Local Government – Office of the Deputy Prime Minister and Employers' Organisation for Local Government, 2005

FINANCIAL, LEGAL AND WARD IMPLICATIONS

8. The funding for activities within the People Strategy is covered within service and HR budgets.
9. The activities link to, and further, the Council's legal obligations in relation to staffing matters.
10. The People Strategy does not have a disproportionate effect on any Wards except where positive action initiatives may address disadvantage.

CONCLUSIONS

11. That the Overview and Scrutiny board provide comments on Part One of the draft People Strategy 2007 – 2010.

AUTHOR

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