

## **CABINET MEMBERS REPORT TO COUNCIL**

**25 July 2019**

**COUNCILLOR - Cllr Sarah Bütikofer**

For the period June 2019 to July 2019

### **1 Progress on Portfolio Matters.**

The team have produced the annual Workforce Profile Statistics for the Council which will be published shortly. This data is produced partly to meet the requirements of the Public Sector Equality duty but also to provide useful intelligence to the Council's management. Annual recruitment statistics are also being compiled, as well as Trade Union Facility time information (publishing this data by 31 July is a statutory requirement).

Work continues on the draft People Strategy; 5 key themes and a supporting draft action plan have been pulled together following engagement with employees through a number of surveys and other events. This strategy will need to continue to be developed in line with the emerging findings from the Capability review and to support the new Corporate Plan. It is likely that the revised draft will then be discussed at CLT in September.

Three of our current or recent apprentices attended the East of England Apprenticeship Challenge (similar to the Local Government Challenge but specifically aimed at apprentices). Our apprentices enjoyed the experience and represented the Council well. One of our apprentices received a [“highly commended” award](#). A member of the HR team, along with one of our current apprentices also attended the Paston Sixth Form careers event on 9<sup>th</sup> July to promote the Council as an employer and some of the upcoming apprenticeship opportunities we have.

Whilst the HR service is not subject to a wholesale BPR review, a number of our processes are being reviewed and improved, which often involves an element of digital transformation. An online application form is ready for testing, but is just awaiting some final technical input from IT. The content and functionality of the jobs pages on our website are also being reviewed and work has started to revise our appraisal process, taking into account feedback from the staff focus group, managers and the IIP report. IT are working on a process flow so that the completion status of Appraisals can be monitored and the HR team are working on an improved form as an interim measure, with the eventual aim to have an online appraisal system.

Finally, one of HRBPs has recently moved on leaving us with a vacancy which we are currently recruiting to.

<b>2      Forthcoming Activities and Developments.</b>
We are also in the process of revising our Car Loan policy, with a proposal to include a slightly lower rate of interest for those opting for more environmentally friendly electric or hybrid models.
<b>3      Meetings attended</b>