

CABINET MEMBERS REPORT TO COUNCIL

25 September 2019

COUNCILLOR SARAH BUTIKOFER – HUMAN RESOURCES

For the period August to September 2019

1 Progress on Portfolio Matters.

Work continues on the draft People Strategy. The next stage is a comparison between the planned outcomes of the People Strategy and those cited in the Capability Review Development Plan. This will ensure that any areas for development identified in the Capability Review (which were not already covered) can be considered.

The latest Corporate Training Program has now gone live and is available for all officers to browse and book. The program has been informed by training needs identified via appraisals and various other forms of feedback. Delivery is a combination of e-learning and face to face sessions and is complimented by other opportunities for development such as coaching and volunteering. As part of the incremental BPR process in the HR team, booking for face-to-face ('classroom') sessions has moved online to the Skillgate system which provides a degree of automated administration and a more comprehensive record of training available in an electronic format.

2020 Pay claims for Officers and Chief Executives have been received at a national level, but the pay claim for Chief Officers has not yet been received. Feedback on the Officer pay claim is being sought by the LGA via a number of roadshow events across the country. The Council were represented at roadshow held on 16 September.

Finally, following the departure of one of the HRBPs over the summer, we have now filled this role via an internal promotion. This left another vacancy and opportunity for development and promotion, resulting in one final backfill vacancy which will now be recruited to.

2 Forthcoming Activities and Developments.

Apprenticeship target reporting to be complete and published by 27 September.

