

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE - 24 APRIL 2008

REPORT BY SHONA GRAY ACTING HEAD OF PEOPLE AND ORGANISATIONAL DEVELOPMENT

6. HR PEER REVIEW ACTION PLAN QUARTERLY UPDATE

WARD(S) AFFECTED: None

'D' RECOMMENDATION - that the Committee notes the updated action plan.

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1.0 Purpose/Summary of Report

1.1 To update Human Resources Committee on the Human Resources Peer Review Action Plan.

2.0 Contribution to the Council's Corporate Priorities/Objectives

**Fit for purpose, services fit for you**

*Deliver customer focused services by maintaining and developing a well managed and publicly accountable organisation.*

*By complying with employment legislation would ensure the council is fit for purpose .*

3.0 Background

3.1 It was requested at the Human Resources Committee that there is a quarterly update on the Human Resources Peer Review Action Plan.

3.2 The Human Resources Peer Review was conducted in September 2006 and this action plan was drawn up based on the conclusions of the Peer Review Report.

3.3 A number of the actions have been completed and are now scheduled for review (eg the implementation of the Staff Recognition Awards) others are ongoing (eg the Grass Roots Diversity Learning Programme for new starters) are being monitored.

#### 4.0 Report

4.1 See Appendix 'A' (Pages 6.3 - 6.11) for the updated Human Resources Peer Review Action Plan.

#### 5.0 Consultation

5.1 As this is an update of an agreed document there has been no need for consultation prior to presenting it to the committee.

#### 6.0 Legal Implications

6.1 A number of the actions assist the Council in complying with current employment legislation.

#### 7.0 Financial Implications

7.1 Certain actions may have financial implications and where this is the case these will be assessed individually.

#### 8.0 Human Resource Implications

8.1 The Human Resources Peer Review Action Plan addresses the key strategic and operational issues identified in the peer review report as necessary to ensure the Council maximises the potential within its workforce and ensures all procedures are robust.

#### 9.0 Risk Management Implications

9.1 None

#### Background Papers

None

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