

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE - 16 JULY 2008

REPORT BY HEAD OF PEOPLE AND ORGANISATIONAL  
DEVELOPMENT

6. HUMAN RESOURCES PEER REVIEW ACTION PLAN  
QUARTERLY UPDATE

WARD(S) AFFECTED:       None

'D' RECOMMENDATION - that (A) the Human Resources Committee notes the progress on actions achieved under the action plan; and

(B) further updates are reported in the Human Resources Quarterly Performance report and not reported separately.

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1.0 Purpose/Summary of Report

1.1 To update the Human Resources Committee on the achievements of 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 as a result of the outcome an 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 (for example the implementation of the Staff Recognition Awards, others are ongoing (for example the Grass Roots Diversity Learning Programme for new starters) and are being monitored.

#### 4.0 Report

4.1 Appendix 'A6' (Pages 6.4 - 6.10) for the updated Human Resources Peer Review Action Plan.

4.2 It is proposed that the Human Resources Peer Review Action Plan becomes part of the HR Service plan and therefore is not reported upon separately. Actions outstanding will be reported under the HR Quarterly Performance report.

#### 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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