

ESSENTIAL REFERENCE PAPER 'A'

IMPLICATIONS/CONSULTATIONS

Contribution to the Council's Corporate Priorities/ Objectives (delete as appropriate):	People – Fair and accessible services for those that use them and opportunities for everyone to contribute This priority focuses on delivering strong services and seeking to enhance the quality of life, health and wellbeing, particularly for those who are vulnerable.
Consultation:	SMG, Unison, Health and Safety, Equality, Health and Wellbeing and all employees have been consulted on the OD Strategy
Legal:	<i>None</i>
Financial:	The OD Strategy will be delivered within service budgets The OD Strategy supports the 2016/17 integrated finance and business planning process to baseline skills and experience in each service area, predicting future needs and quantifying the gaps to get there. Succession planning is a key vehicle in action planning to deliver the OD Strategy.
Human Resource:	As detailed in the report
Risk Management:	As detailed in the report
Health and wellbeing – issues and impacts:	As detailed in the report