

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 30 SEPTEMBER 2015

REPORT BY SECRETARY TO THE EMPLOYER’S SIDE

ORGANISATIONAL DEVELOPMENT STRATEGY 2015 to 2019

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

Members are invited to consider the Organisational Development Strategy 2015 – 2019 as now submitted and to make a recommendation or not, to Human Resources Committee.

RECOMMENDATION FOR LOCAL JOINT PANEL:

That:

(A) the Organisational Development Strategy 2015 – 2019 be approved.

1.0 Background

1.1 The Council’s People Strategy 2009 to 2012 provided a framework for the delivery of people management during that period.

1.2 The People Strategy 2009 to 2012 was extended to 2014 to support the development of the organisational development programme called ‘Here to Help’. It was agreed that the People Strategy would be reviewed following the outcomes of the organisational development programme.

1.3 “Here to Help” commenced in January 2014 and is an ongoing organisational development programme, which allows employees to continually put forward their ideas, engage with managers and improve the overall way the council serves its residents.

- 1.4 The purpose of 'Here to Help' is celebrating what is good, sharing good practice, making things better and unlocking barriers to better working. It is about giving employees greater opportunity to think about how we can improve the way we work together to deliver a high quality customer experience every time.
- 1.5 The Corporate Management Team in April 2015 approved the recommendation that the programme would be further developed in two streams.
- Business Improvement lead: Head of Business Development. Developing our capacity and efficiency as an organisation by focusing on service improvement projects and increasing the performance of services delivered by East Herts Council.
 - Organisational Development lead: Head of HR and OD. Embedding our values and positive behaviours and how we work together to continually improve service delivery to customers.

2.0 Report

- 2.1 The Organisational Development Strategy 2015 to 2019 has been developed to support and compliment the Council's values and priorities; we are here to help, we work together to support each other and we aim high to make a difference.
- 2.2 The Strategy has been developed in consultation with senior management, employees and Unison (See Essential Reference Paper B).
- 2.3 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.

3.0 Implications/Consultations

- 3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

Background Papers

None

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