

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 6 JULY 2016

REPORT BY HEAD OF HUMAN RESOURCES AND ORGANISATION
DEVELOPMENT

ORGANISATIONAL DEVELOPMENT STRATEGY 2015 TO 2019 –
UPDATE AND INVESTORS IN PEOPLE SILVER ASSESSMENT
REPORT

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

- To note the progress made on the council's Organisational Development Strategy 2015 to 2019 and the Council's achievement of the Investors in People Silver award.

RECOMMENDATION FOR HUMAN RESOURCES COMMITTEE:

That:

(A)	the progress made on the Council's Organisational Development Strategy 2015 to 2019 and the Council's achievement of the Investors in People Silver award be noted.
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1.0 Background

1.1 The Organisational Development Strategy 2015 to 2019 was approved by HR Committee in October 2015.

1.2 The OD Strategy is the council's framework for the delivery of people management over the next four years. The Strategy sets out clearly the council's approach to workforce development, recognising and articulating the essential requirements for ensuring that our workforce is appropriately trained and supported to deliver excellent services.

- 1.3 The Strategy was developed in consultation with the services across the council and with Trade Union colleagues.
- 1.4 The Strategy has 6 key themes that will enable the council to deliver the overarching outcome that: We are here to help, we work together to support each other and we aim high to make a difference.

These themes are:

1. Supporting transformational change and innovation
 2. Sustaining and improving a skilled, flexible and motivated workforce
 3. Building strong leadership and management
 4. Planning for the future workforce and being an employer of choice
 5. Promoting positive performance
 6. Promoting equality and diversity
- 1.5 The council was awarded the Investors in People (IiP) Bronze standard in June 2015, recognising the development and commitment the council has achieved under the framework and wider in its processes, policies and workforce.
- 1.6 In September 2015 CMT approved the recommendation for the council to be assessed against the IiP Silver standard in 2016/17.
- 1.7 In April 2016 the council was awarded Silver standard; recognising the council's continued growth, the transformation since the implementation of the council's values and behaviours; and the embedding of the Organisational Development Strategy.

2.0 Report

- 2.1 The IiP Silver assessment report (**See Essential Reference Paper 'B'**) gives a progress report from an independent assessor on the progress the council has made in delivering its OD Strategy. The assessment report also demonstrates the progress the council has made moving from Bronze to Silver standard.
- 2.2 A one year progress report on the OD Strategy will be presented to HR Committee in October 2016.

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

Investors in People Bronze Assessment report dated June 2015

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