

Meeting:	Overview and Scrutiny Committee
Date:	29 January 2007
Subject:	Strategy for People
Key Decision:	No
Responsible Officer:	Director of People Performance & Policy
Portfolio Holder:	Councillor David Ashton
Exempt:	No
Enclosures:	Strategy for People 2006-2009 (circulated to Members of the Committee)

The Strategy can also be viewed on the Council's website at <http://www.harrow.gov.uk/ccm/content/jobs-and-careers/jobs-at-the-council/strategy-for-people-06-09.en>

SECTION 1 – SUMMARY AND RECOMMENDATIONS

A review of the Strategy for People 2004–2008 was scheduled when it was implemented in 2004. The revised Strategy:

- takes on board the Local Government Pay and Workforce Strategy 2005;
- incorporates our vision and plans to deliver Learning and Development initiatives
- aligns with the new Corporate Priorities.

The Strategy for People 2006-2009 was agreed by Cabinet on 3rd August 2006.

RECOMMENDATIONS: To note the revised Strategy for People.

SECTION 2 - REPORT

Brief History

2.1 The Council's first Strategy for People 2004-2008 was introduced in 2004. In January 2006 a process of reviewing the Strategy commenced in order to take on board the Local Government Pay and Workforce Strategy 2005, incorporate our vision and plans to deliver Learning and Development initiatives and to align the Strategy with the new Corporate Priorities.

2.2 A project team, led by the Strategic Workforce Planning Manager, was established to develop the revised Strategy for People. The Corporate Management Team agreed the Project Outline and Initiation Document in February 2006.

2.3 The expressed aim of the project was to develop an HR Strategy, which 'clearly states the Council's people management, learning and development objectives and demonstrates the links to the Council's vision and corporate objectives'. The project scope was to develop a corporate revised Strategy for People creating a framework for all people management and development actions in line with the Corporate Plan 06-09.

Options considered

2.4 There is a requirement for the Council to produce a workforce development plan. Failure to do so would result in the Council not being able to meet the requirements of the Local Government Pay and Workforce Strategy and would adversely affect the Audit Commissions Corporate Assessment.

Consultation

2.5 Consultation workshops for key partners and stakeholders were held in March and April 2006, these included employee representatives, Trade Unions, Councillors and local strategic partners. Further Consultation took place in June.

Financial Implications

2.6 There are no additional financial implications as it is intended that any cost e.g. printing and marketing will be met from existing resources subject to finance approval.

Legal Implications

2.7 There are no legal implications to be considered.

Equalities Impact

2.8 When undertaking the project we consulted widely with internal and external stakeholders including Disability Advice Information and Support (DAIS), Harrow

Council Black Workers Group (CBWG), Harrow Association of Disabled People (HAD), Harrow Commission for Racial Equality (HCRE).

2.9 The revised Strategy addresses a number of equalities issues including:

- Under representation of people with disabilities and minority ethnic groups
- Under representation of women at senior levels
- The council's ageing workforce profile
- Age discrimination legislation and future anticipated equalities legislation.

Impact will be monitored through the Councils workforce monitoring arrangements

SECTION 3 - STATUTORY OFFICER CLEARANCE

Chief Finance Officer	<input checked="" type="checkbox"/>	Name: Barry Evans
		Date: 12 January 2007
Monitoring Officer	<input checked="" type="checkbox"/>	Name: Jill Travers
		Date: 12 January 2007

SECTION 4 - CONTACT DETAILS AND BACKGROUND PAPERS

Contact: Jon Turner, Head of HR – 020 8424 1225

Background Papers:

- Strategy for People 2004 - 2008
- Strategy for People Report to Cabinet in Aug 2006

IF APPROPRIATE, does the report include the following considerations?

1.	Consultation	YES/ NO
2.	Corporate Priorities	YES / NO
3.	Manifesto Pledge Reference Number	