

HARROW COUNCIL

Meeting:	Overview & Scrutiny Committee
Date:	Tuesday, 3 rd February 2004
Subject:	Progress report on the draft HR Strategy
Key decision:	No
Responsible Chief Officer:	Executive Director (Organisational Development)
Relevant Portfolio Holders:	Portfolio Holder For Finance, Human Resources & Performance Management
Status:	Part 1
Ward:	N/A
Enclosures:	Appendix 1 – Progress Report and Draft HR Strategy for consultation

1. Summary

- 1.1 This report details progress on developing the council's HR Strategy and includes a copy of the draft Strategy for consultation.

2. Recommendations

- 2.1 That the Overview & Scrutiny Committee note the progress made and that any comments on the draft strategy are reported to the Interim Head of Personnel for consideration as part of the consultation process.

3. Consultation with Ward Councillors

- 3.1 N/A

4. Background Information

- 4.1 Development of an HR Strategy for the council is a key action in the Working Draft Improvement Plan in response to the Comprehensive Performance Assessment and IDeA Peer Review, agreed by Cabinet.
- 4.2 The Improvement Plan requires the council to 'Develop Human Resources Strategy incorporating vision and values (Key Priority 2) and the need to bring about organisational change as part of the New Harrow Project'.

- 4.3 Consultation workshops for key partners and stakeholders took place in July 2003 and the final Strategy was due to be presented to Cabinet in January 2004. However, further development was postponed, pending the drafting of Council's Corporate Plan.
- 4.4 The draft Strategy is now being circulated for consultation and is scheduled to be presented to Cabinet for approval in March 2004. A Progress Report, which includes a revised schedule and a copy of the draft Strategy, is attached.

5. Background Documents

- 5.1 None.

6. Author

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