
Performance and Finance Scrutiny Committee

1 November 2021

People Framework

Report by Director of Law and Assurance

Summary

The attached report is provided by the Interim Director of HR and Organisational Development. It identifies the interventions needed to develop staff, managers and leaders to enable achievement of the Council Plan and identifies improvements and priorities for the future. The report includes changes to work practices as a result of the Covid-19 pandemic as Smarter Working is implemented across the Council.

The Framework was shared with the committee in October 2020 ahead of it being agreed as part of the Our Council Plan. At that time it was recognised that the Framework was a 'live' document and would develop as circumstances changed. The committee have requested a report to review what progress has been made in achieving the objectives set and the amendments needed arising from changing work practices as a result of the Covid-19 pandemic.

Focus for scrutiny

The Committee is asked to scrutinise the content of the report which outlines the implementation, progress and development of the People Framework. Key areas for scrutiny include:

- That the agreed People Framework meets the changing needs of the workplace post Covid-19,
- That any necessary improvements to organisational culture, working practices and staff wellbeing have been identified,
- That staff have been included and engaged in the development of the changing requirements,
- That progress has been made in achieving the outcomes set and that these are being actively measured and monitored to maintain productivity,
- That a reasonable timeline has been developed to achieve the outcomes.

The Chairman will summarise the output of the debate for consideration by the Committee.

Details

The attached report sets out the implementation and development of the People Framework since it was agreed.

The People Framework is key to realising the ambitions of the Council, it is therefore essential that staff are involved and engaged in its development. The Framework is how the Council Plan will be achieved and will evolve and develop as outcomes are achieved and milestones reached.

Para 2.1 of the attached report sets out the key areas of focus for the Framework whilst the appendices detail the progress made in achieving the objectives.

The background and context to this item for scrutiny are set out in the attached report. As it is a report dealing with internal matters only the Equality, Human Rights, Social Value, Sustainability, and Crime and Disorder Reduction Assessments are not required.

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Director of Law and Assurance

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Appendices

Annex People Framework Report
Appendix A Our Council Plan KPIs
Appendix B High Level Action Plan

Background papers

None