

Performance and Finance Select Committee

12 July 2019

Our People Strategy – Progress 2018/19 and Priorities for 2019/20

Report by Director of Human Resources and Organisational Change

Summary

During 2019/20 we will work to achieve an agreed West Sussex Workforce/People Strategy and an underpinning action plan to support the delivery of West Sussex's Plan and Medium-Term Financial Plan; and most importantly to support our cultural challenges.

During 2018/19 great effort was made to both engage with our staff and to achieve reliable workforce key performance indicators.

The Annex to this report provides information about:

- Our progress and achievements during 2018/19
- Areas for further scrutiny and attention in 2019/20

Specific areas of success in 2018/19 include:

- Focus on performance; our values and staff engagement;
- Employment of permanent staff, and reduction in agency workers/cost;
- Increased numbers of apprenticeship and use of the apprenticeship levy;
- Numbers of staff grievances;
- Numbers of long-term sicknesses instances that are now being managed;
- Induction completion rates.

Specific areas for further scrutiny and attention in 2019/2020 include:

- Ensuring inspiring and effective leadership – appropriate for today's, and tomorrows, local government challenges;
- Appraisal completions rates to reach our 100% target;
- Actions to ensure we are a diverse and inclusive employer;
- Support for our staff to speak openly and without fear;
- Staff wellbeing support to help reduce sickness absence;
- Enabling our staff to undertake work differently and more efficiently e.g. using better technology and addressing business processes that are slowing progress.

The Appendix to this report is a supporting performance dashboard providing workforce Key Performance Indicators (KPIs) for each department and also providing KPIs for the Children Social Services Directorate, Adult Social Services Directorate, and Fire and Rescue Services – the three priority services for 2019/20.

The focus for scrutiny

The committee is asked to:

- Review the analysis, commentary and supporting KPIs for 2018/19;
- Comment on the priorities for 2019/20;
- Make any relevant recommendations for action to the Cabinet Member for Corporate Relations.

1. Equality Duty

1.1 An Equality Impact Review is not required as the report deals with internal or procedural matters only.

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Appendices

Annex 2018/2019 Workforce Outturn Report: Progress 2018/19 and Priorities for 2019/20

Appendix A Our People Strategy: Key Performance Indicator Dashboard

Background Papers

None