



CABINET REPORT

Report Title	PEOPLE PLAN
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AGENDA STATUS: PUBLIC

Cabinet Meeting Date:	16 December 2009
Key Decision:	YES
Listed on Forward Plan:	YES
Within Policy:	YES
Policy Document:	YES
Directorate:	Finance & Support
Accountable Cabinet Member:	Cllr Markham
Ward(s)	

1. Purpose

1.1 To provide Cabinet the opportunity to comment and approve the People Plan 2009-2013. The People Plan will form the foundation of Northampton's approach to its people resourcing over the next 4 years up to its ambition of being the best Council in terms of public service by 2013.

2. Recommendations

2.1 That Cabinet approve the People Plan.

3. Issues and Choices

3.1 Report Background

3.1.1 The People Plan has been developed to deliver Team Northampton's approach to obtaining and improving our people with the right values, behaviours and skills to deliver the Council's aims and objectives. It has been

developed by taking into account the key issues that have been highlighted in recent inspection reports and the recent Peer Challenge. It is also conscious of the Corporate Plan and the direction of the organisation.

3.1.2 It takes into account best practice from both the Public and Private Sector regarding people resources. It has taken into account Local Government Workforce Strategy and its five priorities, Organisational Development, Leadership Development, Skills Development, Recruitment and Retention and Pay and Rewards.

3.1.3 The Plan has been written with a clear understanding that over the next four years the size and type of organisation we will become may differ greatly with regard to the staff make up.

3.1.4 The People plan has four major work streams:

i) Recruitment and Retention

A key factor in the council's improvement journey is the requirement to have high quality, committed staff who are available to deliver the agenda. Our priority will be to attract and recruit quality people who share our values, beliefs and support a "Team Northampton" ethos.

ii) Learning and Organisational Development

For Northampton to continue on the improvement journey it will need excellent leadership and managerial skills throughout the organisation, it will also require the right 'fit for the future' workforce to achieve its strategic ambitions. The responsibility of implementing many of the objectives within this strategy lies with the front line managers who are key to the success of this strategy and also the whole improvement agenda.

By improving the skills of our workforce the organisation will also improve the capacity of the organisation, thus improving the efficiencies and productivity.

iii) Health & Wellbeing

Key to having a positive culture within the organization is having a healthy and productive workforce. The organization needs to focus on health and wellbeing and being a positive role model for the community. It is important that an attendance management culture, with life balance value, is embedded into the Team Northampton approach to work.

iv) Reward and Recognition

Reward is more than pay. To have a well-motivated workforce a total reward and recognition approach must be adopted. Pay or how we pay is a substantial element of that and the biggest priority on this area must be to implement the Pay and Grading project. In addition, the broader reward package will be reviewed to ensure that the organisation has an approach to reward that supports all aspects of an employee's life.

Recognition is key to motivating the workforce in a challenging and ambitious period of the council's own life. Recognition starts from creating a culture of appreciation to fully embedded recognition schemes.

- 3.1.5 The People Plan has been written with the purpose of being a document that all staff can easily understand, to be a point of reference document, with the main working documents and action plans coming from the four main work streams that will fall out of this document. These four working documents will be updated on a yearly basis and will have key action plans to support them. Each work stream will have overlapping projects and it will be key to the delivery of the overall People Plan that these cross objectives are project managed.
- 3.1.6 Following Cabinet approval each of the four work streams will be developed. These project plans will have key outputs and will be embedded within the service planning process. The People Plan itself has specific measurables that will continue to be reviewed on an annual basis.

4. Implications (including financial implications)

4.1 Policy

The People Plan is the overarching people policy document for Northampton Borough Council. All HR Policies will be directed from this document.

4.2 Resources and Risk

The four work streams will each have a HR lead to ensure delivery. The work streams will each have an action plan that will be created with the current capacity clearly identified. Risk aspects will be built into the four action plans.

4.3 Legal

There are no legal implications following from this plan.

4.4 Equality

An Equality Impact Assessment has been carried out. Equality and Diversity issues have been built into the People Plan and are mainstreamed in the approach to People Resourcing.

4.5 Consultees (Internal and External)

Management Board
HR Team
Trade Unions

4.6 How the Proposals deliver Priority Outcomes

The People Plan is key to the delivery of priority 5 – a well managed organisation that puts our customers at the heart of what we do.

4.7 Other Implications

N/A

5. Background Papers

5.1 Attached People Plan

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