

Bassetlaw District Council

Joint Employee Council

10 April 2024

Report of the Head of People and Culture

Update on Progress of the People Strategy Action Plan

Cabinet Member: Communications, Policy and
Performance

Contact: Karen Childs

1. Public Interest Test

The author of this report, Karen Childs, has determined that its contents are not confidential.

2. Purpose of the Report

To present an update on progress against the actions identified in the People Strategy Action Plan for 2023/24, for the period January to March 2024.

3. Background and Discussion

3.1 A five year People Strategy was approved at Cabinet on 11 February 2021, incorporating eight objectives focussing specifically on wellbeing throughout the employee lifecycle during the forthcoming period of change to working practices and arrangements. These are as follows:

- 1 Employees recognise that the Council cares about their mental and physical health and wellbeing;
- 2 Employees are encouraged and supported to develop and maintain a healthy lifestyle;
- 3 Staff feel valued, that they have a voice and are listened to;
- 4 Staff feel empowered and trusted - clear about their role and how this relates to the Council's priorities;
- 5 Employees have the support of the organisation to work flexibly, according to the job role, so they can excel in delivering services whilst maintaining a good work life balance;
- 6 All staff value each other's contributions to processes which are understood, transparent and effective;
- 7 Employees are given opportunities to learn and develop existing and new skills that improve opportunities for progression and career development.

8 Development conversations inform future workforce planning.

3.2 In addition to the central theme of wellbeing, which incorporates opportunities for development which are in turn linked to workforce and succession planning, there is a focus on how the Council's staff can positively affect the customer experience. This will be achieved through reviews of processes by standing in the customer's shoes and understanding what is important to them, then considering how our processes help or hinder the delivery of that purpose. In that way the Strategy ensures focus on the customer is not lost.

3.3 Since 2021, members have received a progress report at each meeting in relation to the actions identified for completion during the first three years of the Strategy. This is attached at appendix 1.

3.4 Further updates will be provided at future meetings of the JEC.

4. Implications

a) For service users

The achievement of the objectives set out in the People Strategy and Action Plan will ensure staff are engaged, motivated and have the relevant skills to deliver the Council Plan and drive improvement in the quality and effectiveness of the services it provides.

b) Strategic & Policy

Completion of the actions in the action plan contribute to the achievement of the objectives set out in the People Strategy which in turn supports the achievement of Council's Vision.

c) Financial - Ref: 24/435

None arising directly from this report. Financial implications associated with specific actions will be identified through the life of the plan and be subject to appropriate consideration and approval in accordance with the Council's financial procedure rules and management arrangements.

d) Legal – Ref: 04/04/2024

Actions taken in support of the People Strategy will be in accordance with relevant employment legislation.

e) Human Resources

The implementation of this Strategy and Plan will have considerable benefits for the Council's staff by achieving the objectives set out in this report, ensuring they are appropriately skilled to provide excellence in delivery of services, and that their wellbeing remains an important priority for the Council.

f) Climate change, Environmental

Specific actions contained within the Action Plan contribute to the reduction of environmental impacts. This includes the introduction of a hybrid working policy which reduces travel requirements in previous years, and the introduction of a salary sacrifice

Cycle to Work scheme which encourages cycling, contributing to the reduction of emissions.

g) Community Safety, Equality and Diversity

Actions taken in support of the People Strategy will be in accordance with equalities legislation.

h) GDPR

None arising from this report.

i) This is not a key decision.

5. Options, Risks and Reasons for Recommendations

To note the contents of this update report and attachment, which is for information only.

6. Recommendations

That the Joint Employee Council notes the contents of this update report and attachment, which is for information only.

Background Papers

Location