

People Committee

6 July 2022



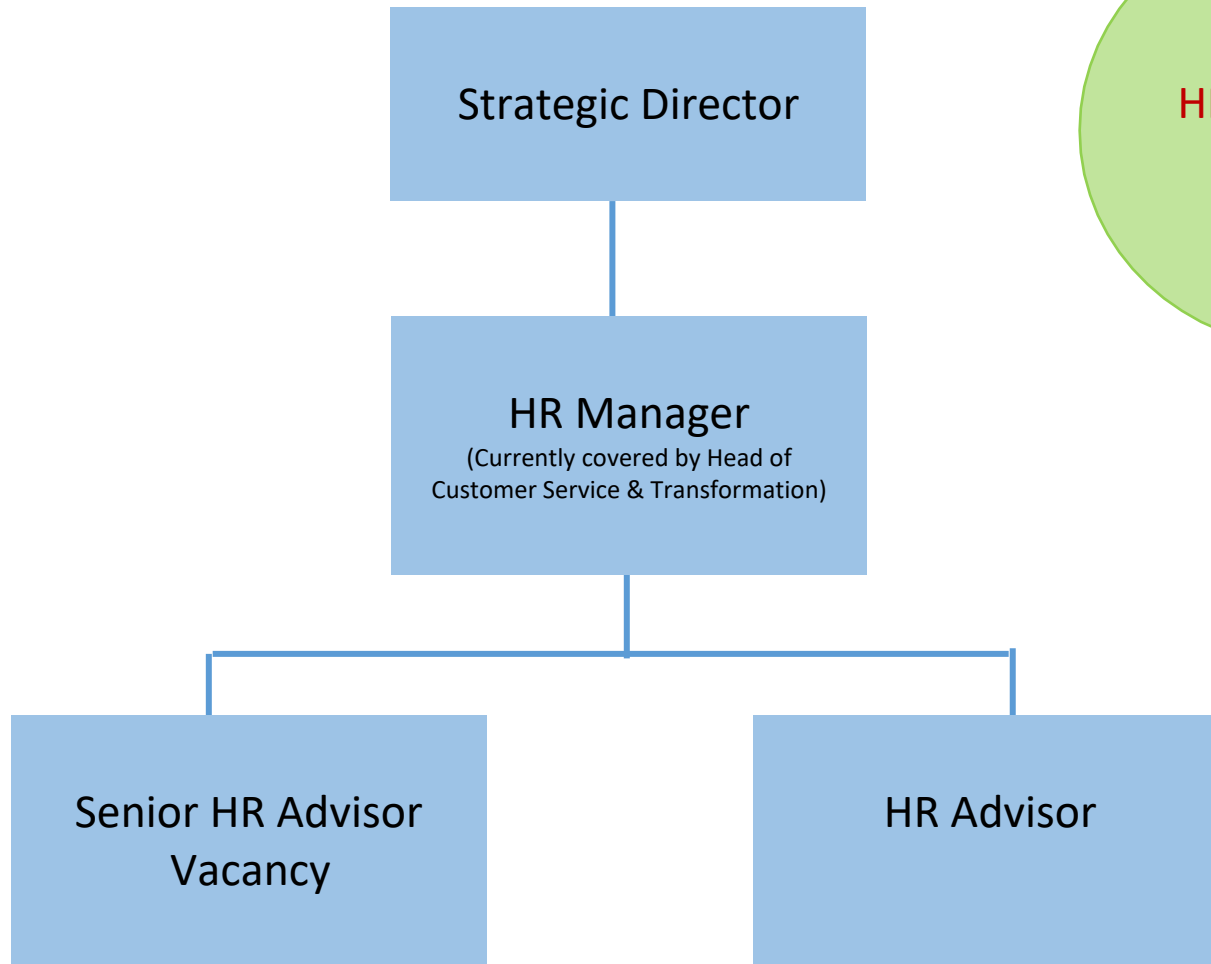
Oadby & Wigston
BOROUGH COUNCIL

Agenda

- Update HR Structure
- New Proposed Training Programme update
- Croner – HR Support
- People Strategy – discussion on potential scope



HR Structure



NEW
HR supported
by Croner
offering



Proposed Training Programme

Current Situation

- Currently courses are determined at 1:1's, appraisals and from PDPs.

Plan

- Create mandatory annual training schedule e.g. Equality and Diversity, Cyber Security
- Leverage Learning pool for these sessions and others such as Customer Service Training
- Create a Management Development Programme, All Officer Programme, individual skills programme, New Starters programme
- Produce a Skills Matrix across the Council
- Leverage providers – LGA, LGiU, CFGS, Croner, LawShare
- Build into Personal Development Plans and 1:1's & Appraisals



Croner – HR Support

Independent well-known company which will give the Council

- Consistency
- Protect us from reputational damage
- Ensure we compliant with current legislation
- Share best practice
- Flexibility
- Backed up by insurance



Croner – HR Support

Croner Support Package

- HR & Employment Law
- 24 Advisory Service
- Advisory App
- Employee Assistance Programme
- Employment Services Insurance
- Croner Face2Face – Allocated days per year for support
- Training
- SafeCheck – Health and Safety Check



People Strategy – Potential Scope - Discussion

What is a People Strategy?



- How the Council think about and set into motion ways to attract, develop, retain, and generally inspire our workforce.
- A people strategy underpins and enables our Council to be successful.
- A good strategy should help us to:-
 - Continue driving and improving employee engagement
 - Productivity
 - Retention of high-performing or high-potential employees.



People Strategy – Potential Scope - Discussion

How could it be structured?

- Introduction/Foreword
- Recommended strategic aims such as:-
 - Joining – Recruitment, building a sustained and inspired workforce
 - Working – Create a committed, resilient and diverse workforce
 - Learning & Development – Giving the right skills & behaviours
 - Reward – Competitive remuneration packages
 - Leaving – Retention & succession planning



People Strategy – Potential Scope - Discussion

Underpinned by aims – recommended examples between

- Challenge, but have realistic expectations.
- Be open-minded, flexible and innovative.
- Manage resources by focusing on what is important.
- Involve, empower and trust people and recognise their strengths.
- Support, develop, appreciate and value colleagues

Include the Council's values

Accountability, Respect, Teamwork, Innovation, Customer Focus

Supported with an action plan to deliver the strategy



People Strategy – Delivery and Measurement

Other things to consider:-

- Duration of Strategy – 3 or 5 years
- Implementation Date?
- How will we deliver the strategy?
 - Primarily by the People Team
 - Senior Leadership Team
 - Community and Wellbeing Team for Mental Health and Wellbeing
- How will it be measured?
 - Combination of organisational performance measures
 - Management information
 - External benchmarking,
 - Employee survey results that could be done annually

