

**NON EXEMPT**

**EAST HAMPSHIRE DISTRICT COUNCIL/HAVANT BOROUGH  
COUNCIL**

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**Joint Human Resources Committee**

10 June 2014

**PEOPLE PLAN 2014-15  
Report of the Service Manager (HR)**

**FOR DECISION - Information Item**

**Key Decision: N/A**

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**1.0 Purpose of Report**

- 1.1 This reports provides Joint HR Committee with an overview of the proposed People Plan for 2014-15.
- 1.2 This plan is intended to be an evolving document which can flex and change in line with organisational priorities.

**2.0 Recommendation**

RECOMMENDED

- 2.1 That the members of Joint HR Committee are asked to:
  - a) note the content of the report and the attached People Plan.

**3.0 Introduction**

- 3.1 The People Plan provides the strategic and operational direction for HR. This plan has been revised since its original implementation in 2012 to take account of organisational priorities for 2014-15.
- 3.2 The 2013-14 plan proved successful with a significant amount of activity being undertaken by the HR team to deliver the plan. It's worth noting that the content of the people plan is in addition to the to the day to day work generated by managers and employees and demonstrates the level of commitment and work provided to the Councils by HR.
- 3.3 This paper highlights the key areas of focus for HR over the coming 12 months based on an understanding of organisational priorities. The continued delivery of the people plan throughout 2014-15 will build on the actions delivered previously to enable the Councils to be in a stronger

position to deliver services in a very different way through the delivery of core HR strategies.

#### **4.0 Subject of the report**

4.1 The future of local government means that we will need to redesign services and change radically to respond to the budget pressures we will face over the coming years and the political objectives we will need to achieve. This means that we will need a different type of skills set, culture and leadership to change how we deliver business. The future will see a shift from public policy developers to commissioners of service. This will require a hearts and minds culture change which will require a significant amount of strategic HR input to support the Councils to achieve this transformational change.

4.2 The people plan for 2014-15 continues to take the Councils on this journey by identifying key areas of HR focus to drive culture change and develop the organisation. These areas have not changed from the previous year and continue to be as follows:

- Reward & Benefits to recognise the contribution employees make to the success of the Councils;
- Performance Management to raise the bar on performance standards and address underperformance;
- Leadership Development to equip our leaders with the right skills to lead teams on this journey;
- Learning & Development to equip staff to think and act very differently;
- Employee Engagement to take staff with us on this transformational journey;

4.3 Members are asked to note that the level of resource needed to support the Councils on their journey of transformational change should not be underestimated and relies on the continued investment in HR.

#### **5.0 Implications**

##### Financial

5.1 There are no financial implications identified within this report.

##### Legal

5.2 There are no legal implications associated with this report.

##### Strategy

5.3 Continuing to implement the HR strategy and people plan supports the overall Councils' strategy and plans

### Customer access

5.4 None to report.

### Risks

5.5 None to report.

### Communications/Public Relations

5.6 None to report.

### East Hampshire/Havant

5.7 None to report.

## **6.0 Links to other projects**

6.1 The HR strategy and people plan aligns to organisational priorities and supports with the delivery of the Councils' business plans.

## **7.0 Conclusions**

7.1 People remain the most expensive resource. Making sure that HR focus remains aligned to the key organisational priorities will ensure that HR resource is used in the most effective and efficient way

## **8.0 Recommendations**

8.1 For Joint HR Committee to note the content of the report and the attached People Plan for 2014-15.

### Background papers used in the production of the report (national/regional/internal reports and research):

Agreed and signed off by:

Executive Head for Governance and Logistics: 21.5.14

Legal Services: 28.5.14

Executive Head for Marketing and Development: 21.5.14

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