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**NON-EXEMPT**

**HAVANT BOROUGH COUNCIL**

HUMAN RESOURCES COMMITTEE – 12<sup>th</sup> July 2023

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**HR Work Plan**

**For Noting Only**

**Portfolio Holder:** Councillor Neil Bowdell

**Key Decision:** No

**Report number:** [HBC/023/2023]

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**1.0 Purpose**

1.1 This paper is submitted to the Human Resources Committee for the purposes of noting:

- An HR Work Plan, detailing current priorities and future planning.

**2.0 Recommendation**

2.1 The HR Committee are asked to note this item.

**3.0 Executive Summary**

3.1 A new Chief HR Officer, David Fairall, joined Havant Borough Council on 15<sup>th</sup> May 2023. This work plan summarises initial observations from the first two months of working with the HR team and Council colleagues, highlighting immediate priorities and also establishing how a more comprehensive plan will follow.

**4.0 Additional Budgetary Implications**

4.1 No additional budgetary implications, related to this report. Actions requiring investment will attract a dedicated business case, as and where relevant.

## **5.0 Background and relationship to Corporate Strategy and supporting strategies and policies**

- 5.1 This report is for noting only, but elements of this initial work plan and future work from the HR service will support Executive Leadership Team (ELT) objectives linked to the Corporate Strategy through the 'golden thread' of the performance management process.

## **6.0 Options considered**

- 6.1 Not applicable. This report is for noting only.

## **7.0 Resource implications**

### **7.1 Financial implications**

- 7.1.1 All actions proposed within the work plan are expected to operate within the 2022/23 budget. No further implications.

### **7.2 Human resources implications**

- 7.2.1 As this is an HR work plan, all implications are outlined within the document itself.

### **7.3 Information governance implications**

- 7.3.1 No material impacts.

### **7.4 Climate and environment implications**

- 7.4.1 No material impacts.

## **8.0 Legal implications**

- 8.1 None noted or considered. This report is for noting only.

## **9.0 Risks and mitigations**

- 9.1 None associated with this report. HR risks are managed in accordance with corporate and service risk policy and processes.

## **10.0 Consultation**

- 10.1 No consultation required on work plan. Any consultation required for internal changes, such as for policies or procedures, will follow internal and legislative requirements.

## **11.0 Communications**

- 11.1 No communication required for work plan. This for noting.

## **12.0 Appendices**

Appendix A: HR Work Plan

Appendix B: HR Work Plan - Schedule

## **13.0 Background papers**

None

### **Agreed and signed off by:**

**Portfolio Holder:** Councillor Neil Bowdell, 26 June 2023

**Executive Head:** Matt Goodwin, 27 June 2023

**Monitoring Officer:** Jo McIntosh, 30 June 2023

**Section 151 Officer:** Steven Pink, 30 June 2023

### **Contact officer:**

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