

Cabinet Lead Report – Council 23 July 2014

By Cllr Jackie Branson – Cabinet Lead for Governance and Logistics and Human Resources

Democratic Services

The Councillors' Training Programme is ongoing and all members were asked to complete a training needs assessment earlier this year to support a targeted approach to training. Sessions on Human Resources, Overview & Scrutiny and Presentations & Public Speaking and have been held recently and specialist training/conferences arranged for individual Councillors as required. Additionally, we held the first 'seminar day' focusing on many different areas of council business. These subjects included: Supporting Troubled Families; Housing/Welfare Reform; Equipped Play Strategy and a Planning Policy and CIL Overview. The day was well attended with 16 councillors in attendance and evaluation forms have been circulated in order to collect some feedback from on the quality and usefulness of the workshops. The next seminar day is currently set for the 23 September and will include Social Media training, unlawful encampments and an overview of CCTV in the Borough.

Good training is crucial in enabling Councillors to develop and carry out their roles effectively and I would encourage all Councillors to make every effort to attend training sessions. Your feedback is very important in helping to assess the effectiveness of training and I would also ask that evaluation forms are completed and returned at the end of each training session.

Human Resources

The Employee Assistance Programme is now available to Councillors. This is a great benefit as it provides support for lots of different 'life' issues covering areas such as money, relationships, family matters, health & wellbeing, citizen rights, retirement etc. It is a 24/7 service to call for information, advice and support and it is completely confidential.

There is a continued focus on sickness absence with a number of actions taking place to support the reduction of sickness absence levels. These actions include training for managers, provision of detailed sickness absence information, increased awareness of mental health issues in the workplace and a triage system to be trialled at the Depot where an employee will be required to speak to a medical advisor when they ring in sick.

HR work continues to build on organisational development to prepare the Council for the challenges over the coming years. This programme of activity is captured in the 'People Plan' (accessible on the intranet) and the Service Futures programme. This will ensure we can attract, retain and motivate the right talent in future years.

IT Operations

New Desktop – arriving in Autumn

We are now deep into the new desktop testing and about to start signing off applications as "testing complete". All services are helping with the testing and the team are receiving positive feedback from the users around the speed and responsiveness of the new

service. The new features introduced as part of the new desktop are also receiving positive feedback such as the latest versions of Microsoft products.

Good For Enterprise – rollout underway

This is the new solution we will use to access email and calendars on mobile devices. There are online guides on how to use and install the application, which will be explained as part of the rollout. Whilst there will be change in the way that emails are viewed to ensure the security is of the level required for local government, the functionality of being able to access emails on mobile devices will remain.

Cllrs Passport Tokens

All councillors should now have their passport tokens along with a guide on how to use them. If anyone is having difficulties access the passport solution please contact Hampshire IT helpdesk for support on 01962 847000.

Havant is PSN Compliant!

As of the start of this month Havant Borough Council is now PSN (Public Service Network) compliant. This is a hugely complex piece of work, which takes much time and effort. Thanks to the team for ensuring we can continue to get the most out of IT.

This means we continue our communication with central government agencies in a secure and safe manner. The compliance lasts one year so the team will work through another compliance check between March and June 2015.