

TONBRIDGE & MALLING BOROUGH COUNCIL

CABINET

5 September 2007

Report of the Central Services Director

Part 1- Public

Matters for Recommendation to Council

1 HUMAN RESOURCES STRATEGY UPDATE

The Cabinet is advised that an update of the Human Resources Strategy was considered by the Policy Overview Committee on 22 August 2007. The Cabinet is referred to that report and its recommendations.

1.1 Legal Implications

- 1.1.1 I have consulted the Monitoring Officer, who has confirmed that this is a proposal for an existing strategy of the Council to be re-adopted with minor revisions and therefore Budget and Policy Framework rule 8 applies. Accordingly, the Policy Overview Committee has considered the update to the Human Resources Strategy without the need for a prior report to Cabinet.

1.2 Financial and Value for Money Considerations

- 1.2.1 All of the improvement actions listed in section 5 of the updated Human Resources Strategy have been resourced from existing budgets.

1.3 Risk Assessment

- 1.3.1 As the Cabinet will recall from last year's version, the Human Resources Strategy incorporates the Pay and Workforce Strategy requested by the former Office for the Deputy Prime Minister.

1.4 Recommendations

- 1.4.1 The Policy Overview Committee has commended the updated Human Resources Strategy to Cabinet for adoption by the Council subject to the following addition to resourcing, recruitment and retention in Section 5:

“ . Work with organisations such as the SEEO, the LGA, partnerships with other authorities etc, to raise awareness of the detrimental impact that continuing uncertainty about the structure of local government, is having upon recruitment.”

Background papers:

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Nil

Richard Jefferys
Central Services Director