

# TONBRIDGE & MALLING BOROUGH COUNCIL

## CABINET

18 June 2008

### 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 5 June 2008. 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 the 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.

1.1.2 The Human Resources Strategy incorporates the Pay and Workforce Strategy requested by the Department for Communities and Local Government. Furthermore, the reporting of outcomes of the equalities monitoring of staffing issues (in Appendix 1 of the Strategy) is a statutory requirement according to the terms of the Race Relations (Amendment) Act 2000, the Disability Discrimination (Public Authorities) Regulations 2005, and the Sex Discrimination Act 1975 (Public Authorities) (Statutory Duties) Order 2006.

#### **1.2 Financial and Value for Money Considerations**

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

#### **1.3 Risk Assessment**

1.3.1 The actions for 2008 to 2009 identified in section 5 of the Human Resources Strategy are necessary to ensure that the Authority retains a workforce that has the necessary capacity to deliver the Council's statutory functions and key priorities.

## **1.4 Policy Considerations**

- 1.4.1 The reporting of the outcomes of the Council's equalities monitoring is an identified action in the Council's Diversity Policy and Action Plan, the Race Equality Scheme, the Disability Equality Scheme and the Gender Equality Scheme.

## **1.5 Recommendations**

- 1.5.1 The Policy Overview Committee has commended the updated Human Resources Strategy to Cabinet for adoption by the Council.

Background papers:

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Nil

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Central Services Director