

# TONBRIDGE & MALLING BOROUGH COUNCIL

## POLICY OVERVIEW COMMITTEE

19 January 2010

### Report of the Central Services Director

#### Part 1- Public

#### Matters for Recommendation to Cabinet

#### 1 HUMAN RESOURCES STRATEGY UPDATE

**This report updates the Committee on progress in achieving the improvement priorities in the Human Resources Strategy for April 2008 to March 2009, and identifies actions to be implemented in 2009 and 2010.**

#### 1.1 Updated Strategy

1.1.1 The draft updated Human Resources Strategy is attached as Annex 1 to this report. Section 4 in the Annex updates the Committee on the progress made in achieving the improvement priorities identified for 2008 to 2009.

1.1.2 Section 5 of the attached Annex lists improvement actions identified for 2009 to 2010. The Committee will note that actions identified in previous years that are “ongoing” are in bold font, and the “new” items are in italics.

1.1.3 Section 6 of the attached Annex contains the Council’s Pay and Workforce Strategy for 2009 -2010, required for the Comprehensive Area Assessment.

1.1.4 Appendix 1 of the Human Resources Strategy notifies the Committee of the outcomes of the equality monitoring for staffing issues from 1 April 2008 to 31 March 2009.

#### 1.2 Legal Implications

1.2.1 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 may consider this report without the need for a prior report to Cabinet. Under rule 8, the Committee is required to consider the recommendations in this report and to report to the Executive on the outcome of its deliberations.

1.2.2 The reporting of the 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.

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

- 1.3.1 All of the improvement actions listed in section 5 of the attached Annex have been resourced from existing budgets, or are necessary in order to enable the Council to reduce its base budget.

### **1.4 Risk Assessment**

- 1.4.1 The actions for 2009 to 2010 identified in section 6, the Pay and Workforce Strategy 2009/10 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.

### **1.5 Policy Considerations**

- 1.5.1 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.

### **1.6 Recommendations**

- 1.6.1 The Committee is recommended to note the progress made in achieving the Human Resources Strategy in 2008 to 2009 (section 4 of the attached annex), and to endorse the actions identified in section 6 of the annex for consideration by the Cabinet on 2 February and by the Council on 18 February.

Background papers:

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Nil

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