

**TONBRIDGE & MALLING BOROUGH COUNCIL**

**GENERAL PURPOSES COMMITTEE**

**27 June 2011**

**Report of the Central Services Director**

**Part 1- Public**

**Matters for Recommendation to Council**

**1 HUMAN RESOURCES STRATEGY UPDATE**

**The Human Resources Strategy (HR Strategy) provides an overview of the Council's approach to managing its employees. It is updated annually to identify "improvement priorities", such as changes to the Council's personnel policies.**

**This report updates the Committee on the progress in achieving the improvement priorities in the Human Resources Strategy (HR Strategy) for April 2009 – March 2010, and April 2010 – March 2011, and identifies actions to be implemented in the period April 2011 – March 2012. An updated HR Strategy is attached as Annex 1 to this report.**

**1.1 Introduction**

- 1.1.1 In previous years the annual update of the HR Strategy has been initiated via the former Policy Overview Committee. It was not possible to follow this route during the 2010 – 11 financial year as, until the Council knew what level of funding it was likely to receive from Central Government, it needed to keep its options for managing employees under constant review.
- 1.1.2 Consequently, the HR Strategy in Annex 1 to this report reports progress in achieving the Strategy over the previous 2 financial years. It is anticipated that, for the foreseeable future, progress will revert to being reported annually to this Committee.
- 1:1:3 Sections 4 and 6 of the attached Annex list progress made in achieving the improvement priorities identified in 2009/10, and 2010/11 respectively. The Committee will note that apart from a couple of slippages in meeting the set deadline, the majority of the identified actions were achieved.
- 1:1:4 Sections 5 and 7 in the attached HR Strategy notify the Committee of the outcomes of the equality monitoring for staffing issues in the two years under consideration.

1:1:5 Section 8 of the HR Strategy advises the Committee of the improvement priorities that have been identified so far for 2011/12. This Section is referred to as The Workforce Development Plan (WDP) because periodically various external agencies, Government Departments etc request information about what they refer to as the WDP.

## **1.2 Legal Implications**

1.2.1 The reporting of the outcomes of the Council's monitoring of equalities monitoring 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 actions listed in Section 8 of the attached Annex will be resourced from existing budgets.

## **1.4 Risk Assessment**

1.4.1 The Actions identified in Section 8 of the HR 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.

## **1.5 Equality Impact Assessment**

1.5.1 See the Equality Impact Assessment attached as Annex 2 to this report.

## **1.6 Recommendations**

1.6.1 The Committee is commended to recommend the actions listed in Section 8 of the updated HR Strategy to Council.

Background papers:

contact: Delia Gordon

Nil

Julie Beilby  
Central Services Director

<b>Screening for equality impacts:</b>		
<b>Question</b>	<b>Answer</b>	<b>Explanation of impacts</b>
a. Does the decision being made or recommended through this paper have potential to cause adverse impact or discriminate against different groups in the community?	Yes	Please see the Equality Impact Assessment attached as Annex 2.

<b>Screening for equality impacts:</b>		
<b>Question</b>	<b>Answer</b>	<b>Explanation of impacts</b>
b. Does the decision being made or recommended through this paper make a positive contribution to promoting equality?	Yes	“
c. What steps are you taking to mitigate, reduce, avoid or minimise the impacts identified above?		

*In submitting this report, the Chief Officer doing so is confirming that they have given due regard to the equality impacts of the decision being considered, as noted in the table above.*