

Item GP 19/12 referred from General Purposes Committee minutes of 19 June 2019

GP 19/12 HUMAN RESOURCES STRATEGY UPDATE

The report of the Director of Central Services advised that the Human Resources Strategy (HR Strategy) provided an overview of the Council's approach to managing its employees and that it was updated annually to identify "improvement priorities". The updated HR Strategy, set out at Annex 1 to the report, reviewed progress in achieving the improvement priorities identified for April 2018 to March 2019 and identified actions to be implemented in 2019/20. It also gave details of the outcome of equality monitoring of staffing issues in 2018/19 as required by the Equality Act 2010.

In considering the age distribution of staff, Members discussed ways of encouraging the employment and retention of more young people. Officers undertook to investigate and report back on the possibility of subsidising public transport to the council offices.

RECOMMENDED: That the outcomes of the equality monitoring set out in Section 4 of the HR Strategy be noted and the actions listed in Section 5 of the strategy (Workforce Development Plan April 2019 – March 2020) be adopted by the Council.

***Referred to Council**