

OD Strategy - Update on Priorities

SUMMARY

- 1.1 The report identifies the progress made on the OD Strategy in the current financial year.
- 1.2 The report also identifies the future priorities for the 2018/2019 financial year.

RECOMMENDATION

- 2.1 To note the progress on the Strategy.
- 2.2 To note the future priorities for the Strategy.

REASONS FOR RECOMMENDATION

- 3.1 To ensure the Strategy has delivered the proposed outcomes.
- 3.2 To ensure the Strategy and actions support the Council Plan for the future.

SUPPORTING INFORMATION

- 4.1 The OD Strategy is an integral part of delivering the Council Plan. It is designed to deliver twelve 'Our People' outcomes to ensure a modern, flexible and resilient workforce.
- 4.2 The OD Action Plan supports the delivery of the Strategy. A number of priorities were determined at the beginning of the 2017/2018 financial year.

The report identifies the progress on the main priorities in the action plan, that has been made to date. Other progress has been achieved on all of the outcomes. It also identifies the future priorities for the coming financial year, 2018/2019.

Review of 2017/2018

MIP process

- 4.3 A revised appraisal system was introduced in April 2017, 'Managing Individual Performance' (MIP). The system was introduced to ensure that performance management was prioritised to assist the delivery of objectives supporting the Council's business plans.
- 4.4 At the end of the third quarter, December 2017, over 90% of employees had been involved in a MIP. Additionally, a significant number of staff had received a MIP rating, identifying good performance and highlighting areas where performance needed attention. The latter will result in further support and/or interventions as appropriate.

Leadership support and development

- 4.5 By the end of December 2017, there had been over 700 leadership development interventions, through leadership development workshops. In addition to this, managers had accessed development support through the online site on iDerby, 'Learning and Development Opportunities'

Governance and compliance

- 4.6 A number of courses and policies have been introduced during the financial year, requiring Members, managers and employees to complete on the e-learning portal. Good progress has been made on this and completion has been increasing. However, there is further progress to be made and this will be raised at Chief Officer Group (COG).

Performance management

- 4.7 A number of interventions have been introduced to support the improvement of performance in the Council. In addition to the MIP process, a number of practical coaching workshops have been delivered and local support has been given to services to assist with the delivery of service plans.

Attendance management

- 4.8 This is one of the major projects within the Council. As part of the action plan, an Attendance Management Strategy has been produced. This is intended to change the culture within the Council and seek to improve attendance. The Strategy has an accompanying medium to long term action plan.

Innovation and improvement

- 4.9 The 'Dragons' Den suggestion scheme has been in operation for over a year. A number of successful improvement suggestions have been presented to the Operational Management Team (OMT) and are in consideration for future development.

Employee survey

- 4.10 The survey was conducted early last year and the results shared with employees in the spring of 2017. Each department has been tasked with developing and implementing an action plan and this will be reported on in the future. COG committed to carrying out another survey and identifying progress in late 2018.

Service support

- 4.11 The OD Team has been supporting a number of services, to assist in them delivering their service plans. This support has been dependent upon the issues and priorities facing the service. Interventions have resulted in reductions in costs and improvements in performance outcomes.

Future Priorities

- 4.12 The OD Strategy was introduced as a three year plan and throughout that period it was determined that priorities would be reviewed. In light of the current and future challenges facing the Council, the following main priorities will be proposed to COG in the next month...

- Management and leadership development
- Performance management
- Workforce planning and development
- Attendance management

Progress in these areas will be reported to COG on a regular basis.

OTHER OPTIONS CONSIDERED

- 5.1 None, the proposals are an integral part of delivering the Council Plan.

This report has been approved by the following officers:

Legal officer Financial officer Human Resources officer Estates/Property officer Service Director(s) Other(s)	Diane Sturdy, Organisational Development Manager
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Background papers: List of appendices:	None Appendix 1 – Implications
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IMPLICATIONS

Financial and Value for Money

1.1 The OD Strategy has been developed to support the Council Plan.

Legal

2.1 N/A

Personnel

3.1 The OD Strategy supports the Council's agreed People Strategy and is designed to enable the Council to achieve its objectives.

IT

4.1 N/A

Equalities Impact

5.1 The Strategy applies to and supports all employees of the Council

Health and Safety

6.1 The Strategy supports the health and wellbeing of all employees.

Environmental Sustainability

7.1 N/A

Property and Asset Management

8.1 N/A

Risk Management and Safeguarding

9.1 The Strategy underpins the governance arrangements within the Council.

Corporate objectives and priorities for change

10.1 A modern, flexible and resilient workforce