

Topic Review - Organisational Development Strategy

SUMMARY

- 1.1 The Organisational Development Strategy is a fundamental element of the Delivering Differently Programme. See Appendix 2
- 1.2 The outcomes of The Strategy and the vision of what we intend to accomplish are detailed in the 'Our People Strategy'. See Appendix 3
- 1.3 There are twelve 'Our People' outcomes to support the programme and these are supported by an Organisational Development Action Plan.
- 1.4 The main priority of the Action Plan for this financial year is performance management to support the improvement in productivity.

RECOMMENDATION

- 2.1 To approve 'Improving performance and productivity in the Council' as a topic review.

REASONS FOR RECOMMENDATION

- 3.1 Performance management is a key element to support service delivery in the Council.
- 3.2 Results from the Employee Survey suggest that performance management needs greater attention.

SUPPORTING INFORMATION

- 4.1 The Organisational Development Strategy and the Our People Strategy provide the framework for developing the organisation. There are a number of key interventions supported by an Organisational Development Action Plan. This is a three year plan to help support the Council to move forwards.
- 4.2 A key priority of the Plan for this year is performance management to help drive productivity in the Council.

- 4.3 Performance management has a fundamental impact on the delivery of services in the Council. Managing performance leads to higher productivity which creates increased value for money for Derby citizens.
- 4.4 Performance management is impacted by a number of things including, employee engagement, leadership development and employee support. All these elements need attention in order to make a difference.
- 4.5 The collection of people analytics data will be essential in identifying areas for improvement in the Council and systems that are now in place and are planned to be in place, will provide valuable information for us to act upon. These include, the new MIP system and the proposed MyATP (My Activity and Productivity Tool).
- 4.6 As a key priority for the Council, 'Improving performance and productivity', would be a sensible topic review for the Scrutiny Board.

OTHER OPTIONS CONSIDERED

- 5.1 None, the Council cannot stand still and we need to do more with less. We also need to address the issue of performance management identified in the employee survey.

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 Gordon Stirling, Director of Strategic Services and Customer Management
For more information contact: Background papers: List of appendices:	Diane Sturdy 01332 643660 diane.sturdy@derby.gov.uk None Appendix 1 – Implications Appendix 2 – Organisational Development Strategy Appendix 3 – Our People Strategy

IMPLICATIONS

Financial and Value for Money

- 1.1 Any improvement in performance and productivity will support value for money.

Legal

- 2.1 N/A

Personnel

- 3.1 Performance management is a fundamental element of improving productivity and supporting service delivery.
- 3.2 The employee survey identified concerns over the need to address performance management.

IT

- 4.1 Information will be collated from the MIP system and the proposed MyAPT

Equalities Impact

- 5.1 The strategies and plan support the Council's Equality Policy.

Health and Safety

- 6.1 The strategies and plan support health and wellbeing in the Council.

Environmental Sustainability

- 7.1 N/A

Property and Asset Management

- 8.1 N/A

Risk Management and Safeguarding

- 9.1 Improved performance reduces the risk exposure to the Council.

Corporate objectives and priorities for change

10.1 A modern, flexible and resilient workforce.