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To: Personnel Committee

Date: 23 September 2011

Subject: Organisation Development & People Plan

Classification: **Unrestricted**

SUMMARY:

Informs Personnel Committee about Kent County Council's Organisation Development & People Plan that is being developed.

1. INTRODUCTION

As part of the Change to Keep Succeeding programme, a number of strands of activity necessary to enable our staff to deliver Bold Steps for Kent and enhance KCC's place as an employer of choice have been identified and action plans for each are being developed. These strands come together to form KCC's Organisation Development & People Plan.

The plan is about more than the HR/people management, and involves internal communication; branding; the working environment, including accommodation and equipment; and business processes and standards.

2 ONE COUNCIL, ONE PLAN – HOW OUR PEOPLE WILL DELIVER BOLD STEPS FOR KENT

The four year Plan provides a road map for transforming KCC through our people. It enables us to set out how as an organisation we will resource, develop, manage, transform and retain people to deliver Bold Steps for Kent. Action plans will be developed within each of the 5 activity areas that reflect both corporate and service specific priorities detailing how directorates will implement within their areas of business.

The Organisation Development & People Plan is attached.

3. ACCOUNTABILITIES AND RESPONSIBILITIES FOR DELIVERY

It can be seen that the level of activity in the Organisation Development & People Plan is very significant both in terms of HR's capacity to deliver and in terms of the amount of change and support required in the business. This is being done at a time of significant structural change within the Authority which makes the task easier in some respects and more challenging in others.

Shared ownership and commitment is vital to success, particularly as there is no additional funding attached to these activities.

The HR Division is responsible for providing the framework and tools to achieve the required outcomes and for working with managers to find solutions to issues such as skills shortages. HR is accountable for delivery of the overall plan.

Managers are responsible for developing and delivering the plan and are accountable for implementing it within their business area.

4. GOVERNANCE

The HR Divisional Management Team will formally monitor progress and outcomes at their DivMT every quarter. HR Business Partners will support and challenge progress in each Directorate.

The Performance Assurance Team (PAT) and the Delivery Assurance Team (DAT) (as appropriate) will challenge and review progress against the planned outcomes.

5. RECOMMENDATIONS

Personnel Committee is asked to endorse the Organisation Development & People Plan and note that action plans will be developed.

Nigel Fairburn
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