
To: Finance and Corporate Services Scrutiny Board

Date: 17th January 2020

Subject: People Plan

1 Purpose of the Note

- 1.1 This note details the development of the People Plan for Coventry City Council , which has been developed by the HR service in conjunction with key stakeholders to determine the Human Resource priorities for the next two years.

2 Recommendations

- 2.1 Scrutiny Board (1) are being asked to endorse the plan and provide feedback on the content and advise how they wish to be appraised of progress.

3 Information/Background

- 3.1 The previous Workforce Strategy covered the period 2017 to 2020 and with appointment of the newly created role of Director of Human Resources, it was timely to review progress and consider the priorities for the next two years. The plan has been kept to two years because of the changing landscape within local government particularly in relation to the financial position.
- 3.2 Development of the plan involved contribution from of all parts of Human Resources through three half day workshops, a similar session with the trades unions, feedback from the senior leadership team and other key stakeholders. This method is called the 'alignment model' and includes reference to the wider council strategy as well as regulatory needs.
- 3.3 It should be noted the plan remains a 'living' document so it can meet the needs of the Medium Financial Plan and other changes in council priority if required. It was important that when developing the plan consideration was given to where we are now, our ambitions but also the 'employee cycle' so the process and systems we operate work for the end user and provide the best service/experience.
- 3.4 We are aiming to be an employer of choice, and based on the Council ethos , one that is also socially responsible. There are a further six overall aims that have been identified that will progress the human resources agenda and improve the working experience for staff. The work that will achieve these aims falls under the following headings ; organisational development, pay, reward and recognition, health, safety and well-being , workforce planning management information and support and finally sustainability. Each of these areas has some specific objectives and for delivery purposes each part of Human Resources has a more detailed plan, held at a local level which is tracked and monitored through a project board. This approach has been adopted to ensure the actions are completed and progress is made.
- 3.5 The plan also presents current workforce data which highlights that turnover has reduced over recent years, that we have an 'ageing' workforce, that we have work to do for the

