

CABINET

15th April 2015

Subject: Annual Refresh of Key Strategies (Resources)

Cabinet Member: Councillor Stanley – Resources and Performance

1. Purpose of Report

To present the following key strategies to Cabinet for approval:

- Human Resources (HR) Strategy and Workforce Plan
- Asset Management Plan (AMP)

2. Links to Council Priorities

This report is linked to the Council's priority of Efficiency and Effective Customer Focused Services.

3. Recommendation

That the strategies referred to in this report are approved and adopted.

4. Background

4.1 It is current practice to regularly review and update key strategies and policies and present them to Members where significant changes have been made.

4.2 The Human Resources Strategy and Asset Management Plan were last presented to Cabinet in April 2014 and the purpose of this covering report is to advise Members that the documents have been subject to their usual annual refresh.

4.3 Copies of the revised documents have been placed in the Members room(s) rather than reproduce them in full as part of this report.

5. HR Strategy and Workforce Plan

5.1 The HR strategy reflects the key workforce development themes and includes the workforce development plan as an appendix. This plan contains a number of specific actions intended for implementation during the course of the financial year and which support the HR Strategy.

5.2 The actions contained within the plan are in addition to normal operational and management tasks and responsibilities and are predominantly the responsibility of the Head of Resources and the HR Services Team to deliver.

5.3 The HR strategy itself remains largely unchanged from previous years. The workforce development plan has been refreshed to reflect the organisation's current requirements.

6. The Asset Management Plan (AMP)

- 6.1 This document reflects the Council's processes for the management of Council Assets and contains a summary of asset related actions which will be undertaken during the course of the current financial year.
- 6.2 The Council's approach to asset management has not changed from earlier years.

7. Corporate Implications

a. Financial implications

The financial implications of both strategies are already incorporated within the approved medium term financial forecast.

b. Legal implications

There are no legal implications arising directly from this report.

c. Human Resources and Equality implications

None arising directly from this report.

8. Timescale for implementation and risk factors

- 8.1 The strategies and actions are ongoing.

Background Papers:

Budget and Policy Framework for 2015/16 (Cabinet 18th February 2015)
Department Service Action Plans 2015/16
HR Strategy and Workforce Plan 2015/16
Asset Management Plan 2015/16

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