

Meeting: Council
Date: Wednesday 17 July 2013
Subject: Human resources strategy
Report of: Councillor Troy Tester on behalf of the Cabinet

The Council is asked to consider the minute and resolution of the Cabinet meeting held on 10 July 2013 as set out below.

Further copies of the report to Cabinet are available on request – please see end of this report. A copy may be seen on the Council’s website at (go to meeting date 10 July 2013):

<http://www.eastbourne.gov.uk/council/meetings/cabinet/>

The Council is recommended to:-

Adopt the strategy and its application to the Council’s workforce.

***27 Human resources strategy** (Cabinet, 8 July 2009, page no. 65, minute no. 32)

27.1 Cabinet considered the report of the Head of Corporate Development. The human resources strategy was the overarching strategic framework by which the Council’s HR team would support the organisation in achieving its long term business goals and outcomes. It was underpinned by a comprehensive suite of HR policies and procedures. The existing strategy was approved in 2009 and now required updating to reflect current corporate plan priorities and, in particular, the objectives in the sustainable performance priority theme relating to the ongoing transformation journey through DRIVE and Future Model.

27.2 The revised HR strategy was appended to the report. The key priorities identified for the period 2013 – 2015 were:

- Develop and promote a performance management culture across the Council.
- Build capacity and capability within the Council.
- Ensure fit for purpose structures, job designs and reward.
- Deliver a core HR function with increasing focus on adding and creating value for our customers.
- Customer service.

*27.3 **Resolved (key decision):** That the new human resources strategy be approved and that full Council be recommended to adopt the strategy and its application to the Council’s workforce.

For a copy of the report please contact Local Democracy at 1 Grove Road,
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