

**HERTFORDSHIRE COUNTY COUNCIL**

**CABINET  
MONDAY 23 JULY 2001 AT 10.00am**

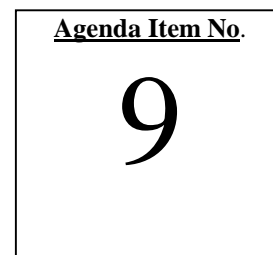
**EXECUTIVE COMMITTEE  
MONDAY 23 JULY AT 2.15pm**

**SUBJECT: PEOPLE STRATEGY**

Report of the Corporate Director (People and Property)

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Executive Member: David Beatty



**1. Purpose of report**

To seek agreement to the People Strategy.

**2. Summary**

The attached draft People Strategy was developed following detailed discussions with Members, Chief Officers, senior managers, trade union representatives and personnel colleagues about the key issues facing the County Council in the next 3 years. An analysis of this information has resulted in the development of five key strategic people objectives that will provide a framework for the contribution of the personnel function to the County Council promises.

The five strategic objectives – Becoming an Employer of Choice, Being a Developer of People, Making Connections, Influencing Change and Valuing Diversity – have in turn translated into major personnel project areas for the coming 3 to 5 year period. It is intended that this document will provide the overall framework for people management across the County. The strategy is an important foundation for Best Value.

Owing to the urgency of this matter it has not been possible to put the report to a meeting of the Resources Prosperity Partnership & Consultation Select Committee. Comments have been invited from the Select Committee Spokesman. Any comments received will be reported to the Cabinet.

**3. Conclusion**

Cabinet/Executive Committee are asked to consider the attached document as the basis for the development of the County Council approach to people management over the next 3 to 5 year period.

## **Background**

The proposed People Strategy is based on 5 key strategic objectives and sets of a detailed action plan of the key issues that need to be addressed over the next 3 to 5 year period.

Any resource implications arising from implementation of the strategy will need to be quantified, discussed with Members and planned into the normal budgetary process each year. It is envisaged that many of the objectives in the strategy will be achieved from within existing resources on a planned basis.

The Personnel Services of the authority are subject to Best Value Review later this year and an agreed 'People Strategy' will provide a firm foundation to work upon.