

**Human Resources & Organisational Development Strategy**

Relevant Portfolio Holder	Cllr Denaro
Portfolio Holder Consulted	Yes
Relevant Head of Service	Deb Poole – Head of Transformation & Organisational Development
Ward(s) Affected	N/A
Ward Councillor(s) Consulted	N/A

**Introduction**

Employees of Bromsgrove District Council are our most valuable asset. Human Resources (HR) Management and Organisation Development (OD) makes a key contribution towards the strategic direction of the Council, Council Plan and Council Approach.

This HR and OD strategy sets out the approach that Bromsgrove District Council is going to take to ensure that we have employees with the right skills, in the right place, at the right time to enable the organisation to deliver our Strategic Purposes. To enable the authority to move forward and to continue to deliver services in the most effective way, it is essential that we continue to review and develop the way the organisation operates. This includes:

- ensuring that we have an appropriate organisation culture (“the way we do things around here”);
- better use of resources aligned to business needs;
- shared services structures which facilitate more flexible working;
- all underpinned by a focus on the wellbeing of our employees.

This corporate strategy should be read in conjunction with the Council Plan.

**1. SUMMARY OF PROPOSALS**

- 1.1.1 To agree for recommendation to Council the new Human Resources Organisational Development Strategy.

**2. RECOMMENDATIONS**

Executive is requested to **RECOMMEND** to Council

**That the Human Resources & Organisational Development Policy attached at Appendix 1 be approved and adopted.**

**3. KEY ISSUES**

**Financial Implications**

- 3.1 There are no direct financial implications arising from this report; however, having a robust Human Resources Organisational Development Strategy will help the Council to understand and ensure we have a workforce with the right skills, in the right place, at the right time to enable the organisation to deliver its strategic purposes

**Legal Implications**

- 3.2 There are no Legal Implications arising from this report

**Service / Operational Implications**

- 3.3 The strategy is a corporate strategy and therefore will support all parts of the Council to move forward and continue to deliver services in the most effective way, ensuring resources are aligned to business need both now and in the future.
- 3.4 The strategy has been seen and commented upon by the Trade Unions who are supportive of its contents.

**Customer / Equalities and Diversity Implications**

- 3.5 Indirectly the Human Resources & Organisational Development Strategy will have a positive impact on our customers, resources will be aligned to business need and the skills of our workforces will continue to be aligned to the changes needs of the business.

**4. RISK MANAGEMENT**

- 4.1 There are no risk management implications arising directly from this report.

**5. APPENDICES**

Appendix 1 - Human Resources & Organisational Development Strategy

**AUTHOR OF REPORT**

Name: Deb Poole, Head of Transformation and Organisational Development  
email: [d.poole@bromsgroveandredditch.gov.uk](mailto:d.poole@bromsgroveandredditch.gov.uk)  
Tel.: 01527 64252 ext 3000

Name: Becky Talbot Human Resources and Organisational Development Manager  
email: [becky.talbot@redditchandbromsgrove.gov.uk](mailto:becky.talbot@redditchandbromsgrove.gov.uk)  
Tel.: 01527 64252 ext 3885

**Bromsgrove District Council**

**Cabinet**

**6th September 2017**

---