

Report to Stronger Council Select Committee

Date of meeting: 19 November 2020

Portfolio: Corporate Support Services (Cllr S Kane)

Subject: People Strategy

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Recommendations/Decisions Required:

- 1. To note the report.**

Report:

Context

1. As a reminder for the Committee, the People Strategy and Plan sets out clear actions and timescales over a two-year period to support the Council deliver its strategic objectives. It is divided into 6 workstreams;
 - Attracting, on boarding and retaining the best talent
 - Developing our leadership
 - Embracing change to support EFDC evolution
 - Creating a culture of engagement and wellbeing
 - Developing our skills and behaviours to make EFDC a great place to work
 - Achieving organisational goals through a high performing and flexible workforce

At the core is transforming the People Team to become an enabler for the organisation.

The Strategy sets out the ambition for our workforce – the right people with the right skills, highly motivated high performing and business efficient.

2. There is work happening in all workstreams and the Committee was updated on some of the higher profile projects in October. This report sets out a further update, unfortunately as there has been only 4 weeks between meetings this is a brief outline of the work since October's update. If there is a further update this will be given verbally on the night.

Update

- 3. Creating a culture of engagement and wellbeing**

We have launched a new Employee Assistance Programme (EAP), which is known to our employees as Perkbox. The platform enables employees to access online counselling, financial and legal support and discounts from major retailers. As part of this platform there is also an integrated Wellbeing platform providing easy online access to mental and physical wellness programmes.

As part of this platform employees also have access to Perkbox Medical, 24/7 access to online GP's. There is also a free learning platform hosted by Magpie, offering all employees access to further personal development opportunities. The launch of this platform concluded on 1 September 2020.

Perkbox insights will be our employee engagement platform and launched from 1 November 2020 followed closely by our Recognition platform and performance management refreshed approach from 1 December 2020.

4. Developing skills and behaviours

As highlighted at the last Committee the Apprenticeship Levy has been used to offer 4 new apprenticeships in Housing. The Housing Careers Pathways programme offers a great opportunity for anyone of any age to join the programme to launch a career in Housing, whilst studying for an accredited Chartered Institute of Housing Qualification.

The successful candidates will begin their careers with the Council on 2 November and will begin their professional qualification.

The Council is also proposing to offer an apprenticeship opportunity in our Fleet Operations Team.

Reason for decision:

Not applicable the report is for noting.

Options considered and rejected:

Not applicable the report is for noting.

Consultation undertaken:

Not applicable the report is for noting.

Resource implications:

Within current resources

Legal and Governance Implications:

Not applicable the report is for noting.

Safer, Cleaner, Greener Implications:

N/A

Consultation Undertaken:

The Trade Unions are informed and consulted as required.

Background Papers:

N/A

Impact Assessments:

Risk Management

Risk is assessed as part of the individual project development

Equality:

Equality is considered as part of the individual project development