

Report for: Staffing & Remuneration Committee

Item number: 7

Title: People Report – June 2017

Report authorised by: Richard Grice,
Interim Director for Transformation & Resources

Lead Officer: Ian Morgan – Reward Strategy Manager

Ward(s) affected: N/A

**Report for Key/
Non Key Decision:** N/A

1. Describe the issue under consideration

The Human Resources team have developed a new People Report which combines key workforce data and analysis including headcount, the cost of both the permanent workforce and off payroll arrangements absence reports, labour turnover and restructures.

2. Cabinet Member Introduction

Not applicable.

3. Recommendations

The Report is for information and for the Committee to note.

4. Reason for Decision

Not applicable.

5. Alternative Options Considered

Not applicable.

6. Background information

The new People Report has been designed to give officers and members relevant workforce data in an easy to understand format in order to support informed strategic decision making and will replace the current Performance Management Report for the Staffing & Remuneration Committee.

7. Contribution to strategic outcomes

In order to streamline the production of timely workforce data the Human Resources team will in future compile a single set of reports and analysis for the use of the both officers and members.

Their production will complement the reports produced by Finance to give officers and members a set of management controls that will track the reduction in the workforce, both on and off payroll; and the associated spend across the Council.

It will enable officers and members to track the progress of related initiatives controlling recruitment, the reduction of establishment numbers; and on-going restructuring exercises, as outlined in the Workforce Plan and the Medium Term Financial Strategy.

8. Statutory Officers' comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities

8.1 Chief Finance Officer

This report is writing to measure the change in the workforce, its link to budget is monitored as part of the monthly budget monitoring process.

8.2 Assistant Director of Corporate Governance

There are no legal implications arising from the report.

9. Use of Appendices

Appendix A – People Report (June 2017)

10. Local Government (Access to Information) Act 1985