

13 November 2019 at 3.30pm

Informal Meeting of the Resources Scrutiny Committee

In attendance: Cllr David Shortell, Cllr Brian Heatley, Cllr Peter Wharf (Portfolio Holder – Corporate Development and Change), Ann-Marie Barlow (Interim Head of Organisational Development), David McIntosh (Corporate Director for HR & OD) and Lee Ellis (Scrutiny Officer).

Apologies: Cllr Beryl Ezzard and Cllr Piers Brown

Dorset Council – People Strategy

An overview was provided by Councillor Peter Wharf and a Powerpoint presentation is attached as Appendix 1.

It was confirmed that the report had already been to the Audit and Governance Committee, with a number of suggested changes and that the report wouldn't need to go back to Cabinet.

Cllr Brian Heatley stated that he was familiar with the spirit of it strategy. However, was worried that it would get to the point where the authority was communicating to employees that they were more worried about peripheral concerns than the actual work being undertaken and that the strategy needed to be put in a slightly harder edged context. In response, it was confirmed that this was emphasised in the introduction to the strategy.

David McIntosh confirmed that: (a) the authority was keen to create the right type of environment and that this was also endorsed by the Senior Leadership Team; (b) there was an action plan which would go live in January 2020; and (c) that one of the parts of the Transformation Plan included the Employer of Choice.

RECOMMENDATION

MEMBERS AGREED THE CONTENTS OF THE PEOPLE STRATEGY, SUBJECT TO THE ABOVE OBSERVATION.

VOTING: UNANIMOUS

Meeting ended 4.30pm