



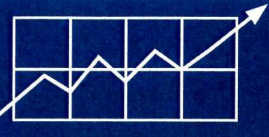


Leeds City Council People Plan 2011-15

Appendix 1

The Council's **Business Plan** sets out the Council's ambition 'to be the best City Council in the UK.' The vision for the HR Service is to 'enable the Council to achieve its ambition through its people.' The People Plan 2011-2015 sets out the Council's priorities for its people across five themes. Underpinning the People Plan are the **Council values**, our commitment to joint working with the **Trade Unions** and our commitment to **partnership working** with the public, private and voluntary sectors.

People Plan themes - we want our people to be...	 Flexible	 Healthy	 Enabled	 Engaged	 Performing
Outcome...	<ul style="list-style-type: none"> We have the right people with the right skills in the right place at the right time 	<ul style="list-style-type: none"> We provide a safe place to work, where wellbeing matters and attendance is consistently high 	<ul style="list-style-type: none"> We are a forward thinking organisation which allows people to fulfil their potential 	<ul style="list-style-type: none"> Everybody is respected, involved, heard, well led and valued 	<ul style="list-style-type: none"> Everybody plays their part in making the Council the best City Council in the UK
Here's our headline targets...	<ul style="list-style-type: none"> Reduction in headcount by 1500 (cumulative 2010/12) and 750 2012/13 100% of '250 opportunities' filled by people from diverse backgrounds Increased % of BME staff, disabled staff and women at senior levels 	<ul style="list-style-type: none"> Improved attendance saves £2m in 2011/12 and a further £1m in 2012/13 	<ul style="list-style-type: none"> £4m workforce development plan effectively delivered in 2011/12 Equality issues fully considered in 100% of structural changes Basic skills of staff in 'Talent Pool' assessed and supported 	<ul style="list-style-type: none"> Increased % of staff who feel engaged Employee Relations Framework agreed with Trade Unions and regularly reviewed Investors in People re-accreditation achieved 	<ul style="list-style-type: none"> 100% quality appraisals completed including Personal Development Plans
Here's what we'll measure...	<ul style="list-style-type: none"> Staffing budget Headcount Number of voluntary leavers Speed of redeployment Workforce diversity profile 	<ul style="list-style-type: none"> Attendance Accident rates Insurance claims 	<ul style="list-style-type: none"> Workforce development plan progress % of decisions where equality issues fully considered How we are putting our values into action Skills and qualification levels 	<ul style="list-style-type: none"> % of staff that feel engaged Investors in People progress Employee relations framework in place Effective Safeguarding procedures in place 	<ul style="list-style-type: none"> % quality appraisal and 1-2-1s completed Numbers of grievance, disciplinary and performance cases Service performance against targets
Here's what we're going to do...	<ul style="list-style-type: none"> Maximise take up of the Early Leavers Initiative Maintain a robust vacancy control process Make sure our workforce reflects the diverse profile of Leeds Develop a Talent Pool and work to re-skill staff Promote '250 opportunities' for work experience placements Create a learning culture and deliver our Learning Agreement 	<ul style="list-style-type: none"> Improve safety, wellbeing and attendance Be pragmatic and sensible in our approach to health and safety Involve staff and Trade Unions in health and safety improvements Make sure everybody understands their health and safety responsibilities 	<ul style="list-style-type: none"> Design and deliver quality and value for money services Improve career pathways and development opportunities Develop our leaders and approach to succession planning Use new ways of working to make us more effective e.g. Changing the Workplace Use new technology to make us more efficient e.g. Manager and Employee Self Service 	<ul style="list-style-type: none"> Work in partnership with the Trade Unions at all levels Involve staff in making our services better Value and recognise the contribution of all staff Make the Council an even better place to work 	<ul style="list-style-type: none"> Link appraisals to service plans so everybody understands their role Get the best from our staff by making sure we manage performance and develop teams Develop managers so they can confidently use people skills and employment policies to resolve issues

- Working as a team for Leeds
- Being open, honest and trusted
- Working with communities
- Treating people fairly
- Spending money wisely