

**Manchester City Council
Report for Information**

Report to: Human Resources Sub Group – 24 February 2020

Subject: Our People Plan

Report of: Deputy Chief Executive and City Treasurer

Summary

To provide the Sub Group with an update on the development of a plan on a page version of Our People Plan in support of Our People and to seek the views of HR Sub members.

Recommendations

To note the report.

1. Background

- 1.1 The Council agreed Our People Strategy in 2017 recognising the critical role the Council's workforce plays in delivery of the vision for Our Manchester. In agreeing the Strategy there was a recognition that the scale of change described would take time to achieve with its delivery timeline broadly aligned to the Our Manchester 2025 vision. See Appendix 1 - Our People Strategy.
- 1.2 Consultation with SMT and then SLG took place in October to review the priorities for Our People Plan for 2020 and beyond. In January Resources and Governance Scrutiny Committee received an update on progress and were consulted on initial thinking. See Appendix 2 - Report to Scrutiny 7 January 2020.
- 1.3 Feedback included:
 - Rationalise the plan with clarified priorities
 - Make it simpler with accessible language
 - Align to other activity
 - Be clear this is not an HR Service plan
 - Link to known workforce risks
 - To strengthen the focus on resourcing, talent development, succession planning, performance management, change management and addressing the health and wellbeing of the workforce.

2. Plan on a Page

- 2.1 A 'plan on a page' has been developed in response to the feedback received. This is a high level set of priorities setting out the key areas of focus and the specific connections. See Appendix 3 - Our People Priorities.
- 2.2 Since the last presentation the Council has received the Bheard Survey has been used to inform the high level plan on a page now proposed. Further the Council's Corporate plan has been refreshed and clarity on the council's overarching 'golden thread' has been developed.
- 2.3 Clearer links have been made to Our Manchester Behaviours and Our Transformation Programme as well as key emergent strategies for Zero Carbon and IT. Understanding of priorities has also been informed by a review of key workforce metrics.

3. Next Steps

- 3.1 Once approved Our People Priorities 'plan on a page' will form the basis for further engagement to co-produce specific action plans or refine existing action plans. They will then be published together as part of a wider communications plan.
- 3.2 This plan will be used to inform the HR Service Action plan and resourcing plans.

- 3.3 It is proposed that the final version is presented to the Resources and Governance Scrutiny Committee on 3 March 2020.