

AIMING FOR EXCELLENCE IN HR - A NATIONAL POLICY FRAMEWORK FOR HUMAN RESOURCES IN LOCAL GOVERNMENT - LOCAL GOVERNMENT ASSOCIATION

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1. **Purpose**

- 1.1 To inform the Committee of the Local Government Association's National Policy Framework for Human Resources in Local Government and to signal the review of the Human Resources Strategy for the Council.

2. **Summary**

- 2.1 The Local Government Association has issued a national framework document for Human Resources. This document is **Annexed** to the report. The Association recognises the value of a national framework to overarch the individual strategies of each local authority.
- 2.2 The Council's HR Strategy was written for the new Authority and was adopted by this Committee in March 1997. This document needs to be reviewed in light of the progress made since Unitary status and to look forward to the challenges that face the Council and its workforce in the next 3-5 years.

Work will be undertaken during the next few months to review the existing strategy. This will entail developing the overall direction and priorities of the Division, reassessing its core business, structure and resource base and consulting with all major stakeholders. The strategy will be presented to this Committee in January 2000 for adoption.

The Strategy will give a sharper focus for the work of the Division and utilisation of resources and the HR Division Service Plan for 2000/2001 will then form part of the implementation programme.

3. **Implications**

- 3.1 Environmental

None.

3.2 Equalities

The Human Resources Strategy will apply to all Milton Keynes Council staff.

3.3 Financial

None.

3.4 Legal

None.

3.5 Staff and Accommodation

None.

Background Papers: Human Resources Strategy 1997