

**Governance & Audit Committee**  
**17th December 2021**

<b>PEOPLE MANAGEMENT UPDATE REPORT</b>		
<b>Recommendations / key decisions required:</b> To note the content of the update		
Reasons: At its last meeting the Committee requested a People Management update		
Relevant scrutiny committee to be consulted    No		
Cabinet Decision Required	No	
Council Decision Required	No	
CABINET MEMBER PORTFOLIO HOLDER: Councillor Mair Stephens – Deputy Leader		
Directorate: Chief Executive's  Name of Head of Service: Paul R Thomas  Report Author: Cheryl Reynolds	Designations:  Assistant Chief Executive – People Management  Business & Projects Coordinator	Tel: 01267 246123  Email addresses: <a href="mailto:prthomas@sirgar.gov.uk">prthomas@sirgar.gov.uk</a>  <a href="mailto:careynolds@sirgar.gov.uk">careynolds@sirgar.gov.uk</a>

**EXECUTIVE SUMMARY  
GOVERNANCE & AUDIT COMMITTEE  
17TH DECEMBER 2021**

**People Management Update Report**

**Summary**

At its last meeting the Committee requested an update in relation to People Management. The attached report outlines the health and well being support being provided to staff including support for managing mental health, it also details the work that is being done in relation to the three key themes of our People Strategy.

Theme 1: Employee Engagement & Wellbeing

Theme 2: Leadership & Management

Theme 3: Supporting Transformation & Change

The detailed report attached also provides an overview of what we have put in place to support our staff during the pandemic and what we plan to develop during 2022/23. Our new business plan (which at the time of writing was under development) will set out the detail of our planned priorities, which will be scrutinised by the Policy and Resources Scrutiny Committee in the New Year.

**DETAILED REPORT ATTACHED?**

**YES**

**IMPLICATIONS**

**I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:**

**Signed P R Thomas, Assistant Chief Executive, People Management**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>	<b>NONE</b>

## CONSULTATIONS

**I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below**

**Signed: P R Thomas, Assistant Chief Executive, People Management**

**1. Scrutiny Committee n/a**

**2. Local Member(s) n/a**

**3. Community / Town Council n/a**

**4. Relevant Partners n/a**

**5. Staff Side Representatives and other Organisations n/a**

<b>CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED</b>  YES	<b>Include any observations here</b>
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**Section 100D Local Government Act, 1972 – Access to Information  
List of Background Papers used in the preparation of this report:**

**THERE ARE NONE**