

KEY ISSUES FACING THE HRM OF SDDC

KEY ISSUE	EVIDENCE
<p>1. Clarification & Communication of role of Personnel & Devt., including areas of overlap with other service providers</p>	<ul style="list-style-type: none"> • Staff Survey • P&D Staff Consultation • Member Survey • Feedback from other internal support service providers
<p>2. Democratic Processes – do existing arrangements support/add value to HRM function. Ethical Standards Agenda. Employee & Member Development, & Staff Consultation mechanisms</p>	<ul style="list-style-type: none"> • Change to Council's Structure 2-7-01 • Corporate Plan • Service Plan • ESBC Survey • Members Survey
<p>3. Implementation of transparent, and responsible Single Status Agreement, which includes the Single Status Job Evaluation Scheme</p>	<ul style="list-style-type: none"> • Corporate Plan • Service Plan • National Joint Council Agreements • ESBC Survey • Local Agreement with Trade Unions • Legislation re: Equal Pay • Staff Consultation • SSSG Terms of Reference
<p>4. Recognition of the importance of People Issues, and dynamic impact legislation has on the service area</p> <ul style="list-style-type: none"> • Need to understand and manage high levels of Sickness Absence & Ill Health Retirements • Ensuring People are treated fairly & equitably in employment • Supporting the Improvement of Employee Morale 	<ul style="list-style-type: none"> • 44% of Critical Success factors in Corporate Plan are people related • Service Plan • Legislation • SARATOGA Report • BVI's • Audit Group Comparison • BV Inspectorate Reports • ESBC Survey • Staff Survey • P&D Staff Consultation • Members Survey
<p>5. Supporting the ongoing development of a performance management culture</p>	<ul style="list-style-type: none"> • Corporate Plan • Service Plan • District Audit Letter to Management 1999/00 • BV Inspectorate Reports

<p>6. Role of assisting the organisation to develop its customer focus</p>	<ul style="list-style-type: none"> • Corporate Plan • Service Plan • ESBC Survey • Staff Survey
<p>7. Delivery of a Value For Money service & need for continuous audit and review of systems, linked to organisational priorities</p>	<ul style="list-style-type: none"> • Corporate Plan • Service Plan • ESBC Survey • Best Value Performance Plan • P & D Staff Consultation • SARATOGA Report