

## **COSC 116 – One County, One Team People Strategy Review**

“That further consideration be given to how the targets and promises to which they relate can be better matched, that the targets are seen as being sufficiently challenging, and that the promises made are given necessary priority.”

As discussed at the last Committee HR&OD has developed the 12 promises based on comprehensive consultation with management and feedback from members of staff. The promises have been incorporated into 5 different work-streams namely workforce development and performance, nurturing talent, My Reward, Well-being and the Employee Experience, each of which is governed by 5 different boards that monitor progress against the promises and targets. We have appointed a Programme Manager who oversees the work-streams as well as the promises and targets and these are reviewed at fortnightly HR Leadership Team meetings including the leads for each of the work-streams. In addition each work-stream has a different CLT sponsor and the progress is regularly reported to the sponsors and to CLT at their meetings. In addition regular updates will be provided to this Committee by the Head of HR&OD. Each of the targets are considered to be realistic based on the feedback, consultation and analysis but will be kept under review.

Matthew Baker  
Deputy Head of HR & OD

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