

Corporate Overview Select Committee

25 October 2018



Surrey County Council Organisation Strategy 2019 – 2023 and ‘Our People 2021’ Strategy

Purpose of report: To update the Corporate Overview Select Committee on the new Surrey County Council Organisation Strategy 2019 – 2023 and ‘Our People 2021’ Strategy.

Introduction:

1. On 9 October 2018 at the County Council meeting, Members endorsed the new Community Vision for Surrey in 2030 (Vision for Surrey). The Surrey County Council Organisation Strategy 2019-2023 sets out how the Council will support its delivery. In addition, the new ‘Our People 2021’ Strategy is our plan for the Council’s workforce (current and future) and sets out how we will develop the capacity and capability to contribute to the Community Vision and achieve our priority strategic outcomes.
2. These documents will be presented to the Cabinet for approval at its meeting on 30 October 2018, and the County Council meeting on 13 November 2018

Organisation Strategy

3. The Organisation Strategy is the Council’s opportunity to set a level of ambition and tone for its work over the coming years. It does this taking into account the parameters within which the council is operating, such as the national policy context and technological change.
4. There are four strategic principles that underpin the Strategy that will drive the council’s focus and approach:
 - No one left behind – supporting people who do not have the means or capacity to support themselves;
 - Fresh approach to partnership working;
 - Support people to help themselves and each other;
 - Involve and engage residents earlier and more often.
5. It also sets out the key deliverables that illustrate how the Council will support each outcome in the Vision for Surrey, and how it will transform itself to achieve its aspirations.
6. Progress will be measured through an outcomes based performance framework. This will be connected to the Council’s

corporate performance scorecard and other performance management frameworks in development.

7. The Organisation Strategy will be presented to the Cabinet for approval at its meeting on 30 October 2018, and the Council meeting on 13 November 2018.

'Our People 2021' Strategy

8. 'Our People 2021' sets out how we will develop our capacity and capability to contribute to the Vision for Surrey, achieve our priority strategic outcomes for Surrey residents, ensure the effectiveness and efficiency of the Council, create a high performance culture and drive wholesale transformational change.
9. This strategy will be the foundation for a number of workforce related plans, programmes and strategies, the key elements of which will be held in the 'Our People' Strategic Work Programme, against which progress will be measured on an ongoing basis.
10. This Work Programme is not intended to be a static document; it should and will have the ability to adapt in response to changing organisational need and emerging workforce related priorities. Successful delivery of the strategy will be measured using existing data, and new outcome based measures will also be identified (for example, the impact of people development activity as opposed to the number of people attending training courses). Progress against the strategy will be reported to People, Performance and Development Committee (PPDC) on a six monthly basis.

Recommendations:

For Members to review and comment on these strategies ahead of the Cabinet meeting on 30 October 2018.

Next steps:

The strategies will be considered by Cabinet on 30 October 2018 and full Council on 13 November 2018.

Performance frameworks will be put in place to start monitoring progress against the deliverables in these strategies by the start of the 2019/20 financial year.

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Sources/background papers:

Community Vision for Surrey in 2030

Annexes:

Organisation Strategy 2019 – 2023 - *to follow*
'Our People 2021' Strategy – *to follow*

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