

Part A

Report to: Cabinet

Date of meeting: Monday, 6 July 2020

Report author: Group Head of Human Resources

Title: Organisational Development Strategy

1.0 Summary

1.1 The new Organisational Development Strategy links to the overall Council Plan and sets out the council's ambition for our staff to be the very best they can be. We recognise that to achieve this, we need to equip them with the skills, knowledge, confidence and support they need to excel and grow.

2.0 Risks

2.1

Nature of risk	Consequence	Suggested Control Measures	Response (treat, tolerate, terminate or transfer)	Risk Rating (combination of severity and likelihood)
OD Strategy is not adopted	Staff will not engage with the Council Plan and ambitions for Watford	Adopt or amend the OD strategy	Treat	4
OD Strategy is not delivered	Staff become demotivated and lack engagement with the council	Detailed delivery plan in place to support the strategy	Treat	4
Only some aspects of the Strategy are delivered.	Staff disengagement and demotivation. Potential increase in leavers.	Regular reviews of progress against the plan	Treat	4

3.0 Recommendations

3.1 The OD Strategy is adopted.

Further information:

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Report approved by: Donna Nolan

4.0 Detailed proposal

4.1 This report introduces the OD Strategy for 2020 to 2024 and links to the overall Council Plan. Please see the attached OD Strategy and OD Delivery Plan for further details.

5.0 Implications

5.1 Financial

5.1.1 The Shared Director of Finance comments that the OD Strategy has been reviewed and no further comments are required.

5.2 Legal Issues (Monitoring Officer)

5.2.1 The Group Head of Democracy and Governance comments that the OD Strategy has been reviewed and no further comments are required.

5.3 Equalities, Human Rights and Data Protection

5.3.1 As this is a new refreshed Strategy that builds on previous OD strategies, an equalities impact analysis has been undertaken. The analysis will follow as appendix 3 to this report.

Having had regard to the council's obligations under the General Data Protection Regulation (GDPR) 2018, it is considered that officers are not required to undertake a Data Processing Impact Assessment (DPIA) for this report.

5.4 Staffing

5.4.1 The OD strategy will apply to all employees of Watford Borough Council.

5.5 Accommodation

5.5.1 N/A

5.6 Community Safety/Crime and Disorder

5.6.1 N/A

5.7 **Sustainability**

5.7.1 N/A

Appendices

- Appendix 1 OD Strategy
- Appendix 2 OD Delivery Plan – to follow
- Appendix 3 EIA – to follow

Background papers

No papers were used in the preparation of this report