

Report on	Organisational Development Service Plan 2021/2022 year
Date of Meeting	6 May 2021
Reporting Officer	Marissa Canavan, Director of Organisational Development
Contact Officer	Marissa Canavan, Director of Organisational Development

Is this report restricted for confidential business?	Yes	
If 'Yes', confirm below the exempt information category relied upon	No	X

1.0	Purpose of Report
1.1	To inform elected members of the Service Plan for Organisational Development Directorate for 2021/2022 year.
2.0	Background
2.1	The Service Plan identifies the purpose and functions of the Organisational Development service, provides an overview of the performance of the Directorate during 2020/2021 year and confirms the service work plan for year 2021/2022 year.
3.0	Main Report
3.1	<p>This Service Plan ensures that services are planned in accordance with the Council's Corporate Plan's noted values and themes for the period 2020-2024. The Service Plan takes into account the proposed corporate performance improvement objectives for the period 2021-2023.</p> <p>The key priorities for Organisational Development Department for Year 21/22 include the implementation of Core HR/payroll/time and attendance/ expenses system, Covid 19 Service Recovery, HR Policy/ Procedure Review and Development and Organisational Review and associated implementation plan.</p>
4.0	Other Considerations
	Financial, Human Resources & Risk Implications
4.1	<p>Financial:</p> <p>The indicative net budget for the Directorate in 2021/2022 yr. is approximately £2.2M (to be confirmed by Finance), as noted in Section 2.1 of the Service Plan.</p>

4.2	<p>Human:</p> <p>Teams of staff within the Organisational Development Directorate will deliver the Service Work Plan.</p> <p>The Organisational Review will be independently conducted by Solace in Business Limited.</p>
4.3	<p>Risk Management:</p> <p>Section 3.3 of this Service plan illustrates some of the risks and mitigating activity associated with the Organisational Development service plan in 2020/2021 year.</p>
5.0	Screening & Impact Assessments
	<p>Equality & Good Relations Implications:</p> <p>The Council's Equality Scheme will influence the implementation of this service plan.</p>
	<p>Rural Needs Implications:</p> <p>n/a</p>
5.0	Recommendation(s)
	n/a
6.0	Documents Attached & References
	Organisational Development Service Plan 2021/2022 year