

ES/044/11

Policy and Scrutiny Scoping Document

Committee	Executive Scrutiny Committee	
Topic	Essex People Strategy 2012 and beyond	Ref: ES-SCR-007
Objective	<ol style="list-style-type: none"> 1. To receive an update on the Essex People Strategy 2012 and beyond 2. To receive high level statistical results of the most recent staff survey undertaken in June 2011 	
Reasons for undertaking review	<p>Since 2009 the Committee has undertaken a review into the Transformation Programme. The Committee is aware that retention of key staff and staff engagement throughout times of radical change are key factors for successful delivery of the Programme.</p>	
Method <ul style="list-style-type: none"> • Initial briefing to define scope • Task & Finish Group • Commission • Full Committee 	Full Committee	
Membership <i>Only complete if Task and Finish Group or Commission</i>	N/A	
Issues to be addressed	<ol style="list-style-type: none"> 1. What is the Council's People Strategy for 2012 and beyond? 2. How are staff being engaged and supported through times of radical change? 3. High level staff survey results (including survey collection methods and the percentage of staff that completed the survey) 	

Sources of Evidence and witnesses	Maxine Taylor, Head of Corporate HR
Work Programme	Scoping document presented at the 23 June 2011 meeting Initial evidence session to take place on 18 October 2011
Indicators of Success	
Meeting the CfPS Objectives <ul style="list-style-type: none"> • <i>Critical Friend Challenge to Executive</i> • <i>Reflect Public voice and concerns</i> • <i>Own the scrutiny process</i> • <i>Impact on service delivery</i> 	<p>The Committee will be fulfilling its role as a Champion in the Council's Scrutiny Process.</p> <p>Action taken by the Committee to monitor the performance of the Transformation Programme will reflect upon both current service delivery and future improvements.</p> <p>The Committee will carry out its role as a critical friend to the Executive.</p>
Diversity and Equality <i>Diversity and Equality issues are to be considered and addressed.</i>	
Date agreed by Committee	23 June 2011
Future Action	
Governance Officer	Hannah Cleary