

# Human Resources and Organisational Development

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Head of Service



***Putting people at the heart of our business***

# Our Purpose



The purpose of HR and OD is to support the Council in attracting, developing and retaining the best people to deliver public services for the people of Warwickshire.

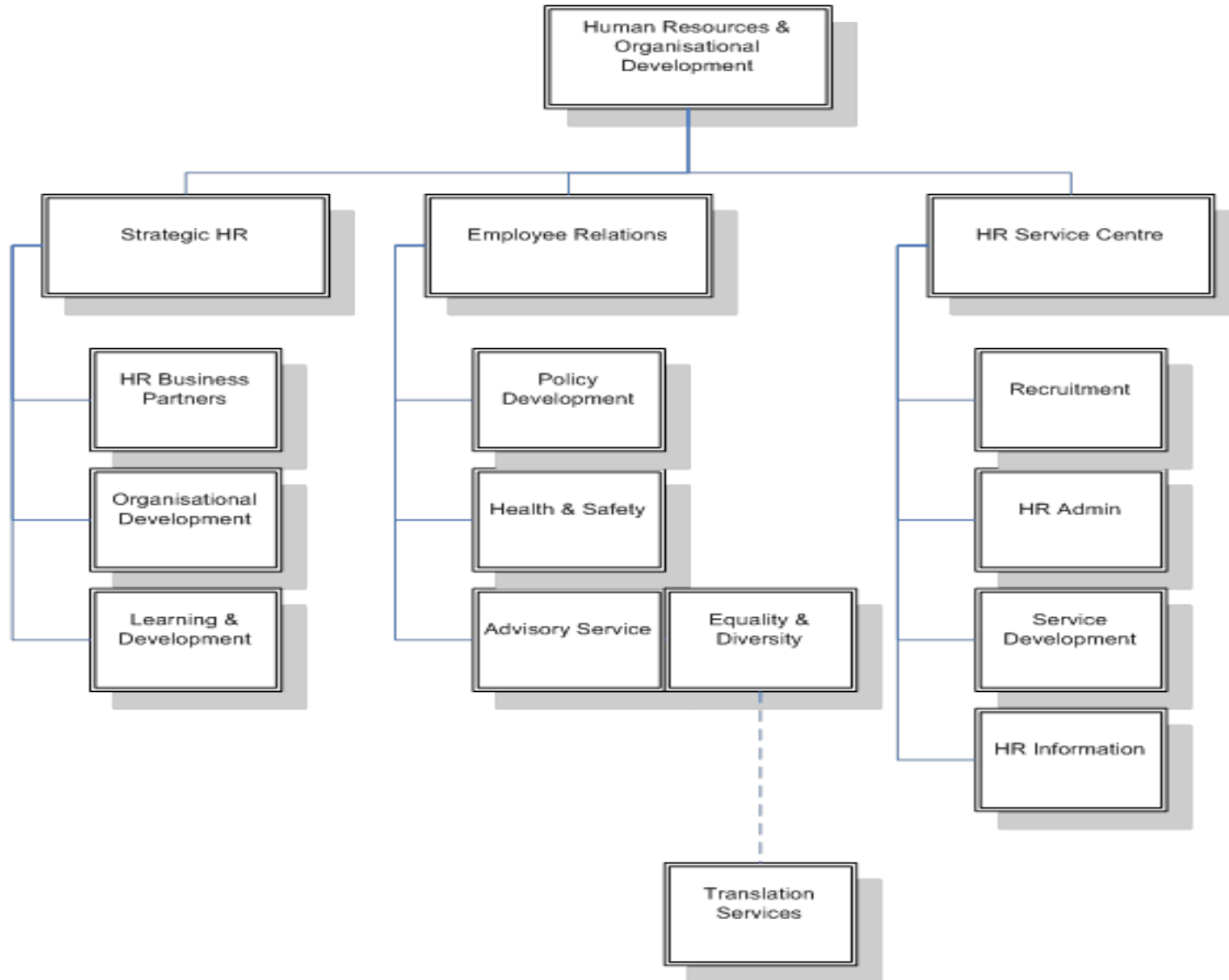
Organisational Development involves leading and supporting the major changes required to sustain and develop the organisation and the people within it – the structural and cultural change and development needed for success across the business.

# Our Vision

A proactive and professional HR and OD service which is respected, trusted and valued as customer-focussed, truly responsive and cost effective



# Structure of HR and OD in Warwickshire County Council



# Strategic HR and OD

- The HR Business Partnership
  - Organisational Development
  - Learning and Development
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- ❖ Professional advice and support for the business in planning, delivering and sustaining change and good people practice.
  - ❖ Ensuring that our staff have the right skills to do the jobs we need them to do.
  - ❖ Ensuring that our people are well led at all levels in the council.
  - ❖ Developing talent for today and into the future.



# Operational HR and OD



- Employee Relations
- Health and Safety
- Equality and Diversity

- ❖ Ensuring that our managers are supported in leading and managing our people well, safely and within the law.
- ❖ Ensuring that our staff are healthy and safe and able to contribute fully.
- ❖ Ensuring that we maintain our reputation as a good employer so that we can attract and retain the best people for our services.
- ❖ Sustaining good relationships with our trade unions to minimise disruption to services.
- ❖ To develop our workforce awareness of equality and diversity and ensure that it reflects the communities we serve.

# Transactional HR

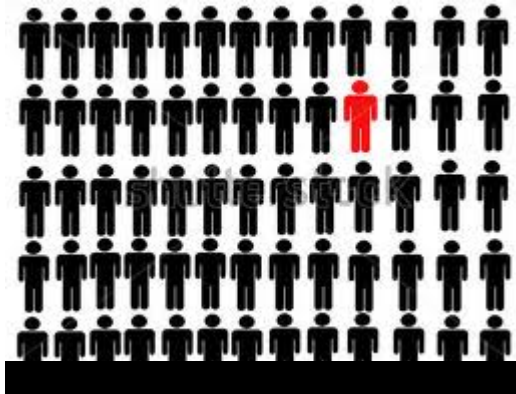
## The HR Service Centre

- Recruitment and Selection
  - Administration
  - Service Development
  - Information
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- ❖ Managing the process and the pre-employment checks/DBS.
  - ❖ Ensuring that systems and processes support effective people management  
Refining processes and meeting customer needs.
  - ❖ Ensuring that the council has accurate and up to date information about the workforce.



# Cost Effective HR and OD

HR are we outnumbered?



**84:1**

WCC and Schools staff to HR/OD staff

The 2013 national average in the Public sector is:

**86:1**

**The Cost of HR**



Based on the 2013/14 budget, the cost of HR per employee is

**£349**

compared with the median cost of £724.00



**1 in 6** of Warwickshire HR staff are managers or supervisors, compared to the median of 1:1



HR and OD

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Thank you and questions

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