



*“Shaping the Future of HR”*

The first All Ireland Local Government Conference

Wednesday 21 – Friday 23 November 2007

**CON MURRAY**

**County Manager**

**Louth County Council**

*HR Strategy  
Framework  
for  
Local Authorities*

Conn Murray

☐ Change is inevitable.....

☐ .....Progress is not

## *HR Strategy Framework*

- *The objective of this proposed Framework is to provide Local Authorities with a baseline document which they can customise to produce a local HR Strategy and Implementation Project Plan suited to their local organisational and HR issues.*
- *In the process of developing a local HR Strategy, appropriate detail and content will need to be added to reflect local Corporate plans, culture, challenges and objectives.*

## □ *Climate change – The work Place*

- Driving change
  - Need for efficiency
  - Results oriented
  - Matching needs to resources
  - Organisation responsive to need
  - Customer focus
  - Demographic change and Social inclusion
  - Sustainability

## □ *A Changing Climate*

- Responding to change
  - Local Government Modernisation agenda
  - Towards 2016
  - Partnership and Handling Significant Change
  - PMDS
  - Enhanced Training
  - Accessibility
  - Performance Measurement

## *Guiding Principles*

- A culture of quality customer service, transparency and value for money;
- A culture of respect for the diversity of employees and providing them with a flexible and quality working life;
- A committed and flexible workforce able to adapt to the changing needs of the organisation and their individual roles;
- Ensuring that employees reach their full potential in a safe, open and positive working environment;
- A learning organisation with sharing, and transfer, of skills and constant opportunities for career development;
- A key focus on teamwork - the importance of working together within, and across, disciplines, divisions and geography;
- Promoting and achieving real consultation and communication with employees and customers in accordance with the Information and Consultation Sectoral Agreement.

## □ *Strategic HR Objectives*

- Planning and Recruiting our Workforce.
- Achieving through People.
- Creating an Equitable, Consultative and Supportive Working Environment.
- Creating a Positive and Safe Working Environment

## ❑ *Planning and Recruiting our Workforce*

- Workforce Planning
- Recruitment and Selection
- Exit Interviews

# *Achieving through People.*

- Training and Development
- Induction and Probation
- Performance Management
- Attendance Management
- Leadership Development

## ❑ *Creating an Equitable, Consultative and Supportive Working Environment*

- Internal Communications and Culture Change
- Equality and Diversity
- Flexible Working Arrangements

## ❑ *Creating a Positive and Safe Working Environment*

- Employee Relations
- Workplace Partnership
- HR Policies and Procedures
- Health, Safety and Welfare

Common Sense

To

Common Practice

## *HR and the Organisation*

- *Development of HR Staff*
- *HR and Partnership*
- *IT Solutions for HR*
- *HR and Line Management working together*
- *Strategy to Action/Making it Happen*

*Thank you*