

REPORT TO: SHAREHOLDER SUB COMMITTEE

DATE: 20 APRIL 2023

TITLE: REFERENCE FROM HTS (PROPERTY AND ENVIRONMENT) LTD – PEOPLE STRATEGY REPORT FROM 5 YEAR BUSINESS PLAN REVIEW

LEAD OFFICER: JOHN PHILLIPS, MANAGING DIRECTOR HTS (PROPERTY AND ENVIRONMENT) LTD (01279) 446673

RECOMMENDED that:

- A** The proposal to implement the recommendations included in the People Strategy report commissioned by HTS (Property and Environment) Ltd is approved.
- B** That the Council as sole shareholder agrees to support the recommendations and Cultural Change proposals included in the strategy.

BACKGROUND

1. At its meeting on 8 August 2022, the HTS Group Board approved a recommendation from its HTS (P&E) Board to proceed with commissioning of a People Strategy Report by Osborne Thomas as required by the Shareholders Sub Committee meeting in March 2022 in line with its agreed Business Plan. The report was required to agree the future development of HTS. The report is attached as Appendix A to this report.
2. As a result of the agreement to implement the recommendations, HTS have appointed consultants to develop the I.T. systems strategy to support the required recommendations of the People Strategy Report.

ISSUES/PROPOSALS

3. The Scheme of Delegation requires the Share Holder Sub Committee to approve any investment in development by HTS over the value of £100,000.
4. To support improvements, HTS has also embarked on a major ICT investment programme to assist in the scheduling, delivery and monitoring of the work we carry out.
5. Intrinsically linked to this is a cultural change programme that's has already commenced.

6. That the Council and HTS take a collaborative approach to address any issues in respect of the need to grow capacity, increase focus on people development and improving the workplace culture.

IMPLICATIONS

Strategic Growth and Regeneration

None Specific.

Author: Andrew Bramidge, Chief Executive

Finance

HTS (P&E) Ltd have factored the financing costs of the recommendations of the People Strategy Report into the company business plan and associated financial plans accordingly.

Author: Simon Freeman, Deputy Chief Executive and Director of Finance

Housing

As outlined in the report.

Author: Andrew Murray, Director of Housing

Communities and Environment

As outlined in the report.

Author: Norah Nolan, Assistant Director – Environment

Governance and Corporate Services

The decision accords with the revised terms of reference approved by Cabinet in December 2018.

Author: Simon Hill, Director of Governance and Corporate Services

Appendices

Appendix A – HTS (P&E) Ltd Special Board report – People Strategy

Appendix B – Osborne Thomas Background Report

Background Papers

None.

Glossary of terms/abbreviations used

HTS – HTS (Property and Environment) Ltd