

Commonwealth Games, Culture & Physical Activity Overview & Scrutiny Committee

Human Resources / Organisational Development Update

14th July 2021



HR&OD – a Reminder...

The three functional divisions are:

- Human Resources
- Organisational Development
- Health and Safety

Our vision for a best in class service:

- We **empower** our people by proactively providing the insight they need
- We are a **trusted** partner, enabling the Council to deliver its priorities
- We are **committed** to enabling all of our diverse talent to flourish

“Refresh our ambition and focus”

“Developing our culture”

“Address structural inequalities”

Health and Wellbeing

Initial focus of the Health and Wellbeing group is to:-

- Review health and wellbeing survey data
- Engage with staff to identify how we can improve our physical health
- CWG Staff Engagement Group – the aim of this group is to involve staff in the CWG legacy and improve employee health and wellbeing
- The Group was established in April 2021 and will review health and wellbeing survey data and engage with staff to identify how we can improve our physical health, e.g. staff games competition



Change

- **Street Scene:** Supporting on the recruitment of additional workers (cleaner streets agenda and floral/grounds maintenance work) in the build up and delivery of the games
- This will involve HR transactional activity, inductions and training of any new members of staff
- As part of the CWG legacy, options will be explored as to how these roles could lead to potential apprenticeship opportunities within the Council

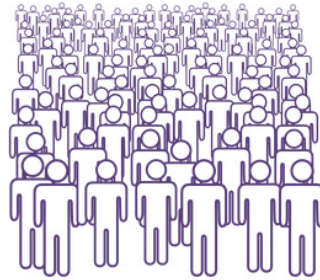


New Ways of Working



Human Resources

- Working with management teams across the council to ensure staff receive regular communications and updates
- Making preparations in order to release staff to support / attend the CWG whilst maintaining essential services



- Providing strategic HR support in-line with the council's priority of delivering a successful CWG
- Supporting OD colleagues with the development of a legacy focussed Employee Volunteer Policy

Reward & Recognition

- Promoting health & wellbeing opportunities as part of our employee rewards package:-
 1. Discounts for gym memberships
 2. Cycle to work scheme
 3. Hussle – access to multiple gyms with single membership
 4. CSSC – organisation for public / civil service workers offering a huge variety of leisure and sports activities
- Implementing a new car lease scheme to support the CAZ ensuring staff can support to improve air quality for CWG
- Flexible working policy – allows staff to support or attend the CWG



Apprenticeship & Education Offer

- Member of staff has enrolled onto a Management apprenticeship with a focus on crowd safety / management
- Completion date is May 2022 – apply learning at the games
- Another member of staff due to enrol in September 2021
- Developing an Employee Volunteer Policy to support the lasting legacy of the games
- Engaging with other LA's involved in the CWG to ensure consistent approach across the region
- Exploring possibilities to develop apprenticeship opportunities as part of the CWG legacy – primary focus on care leavers and under-represented groups



POTENTIAL



MOTIVATION

For more information please visit
www.birmingham.gov.uk/commonwealth2022

