



BACKGROUND AND CONTEXT

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BACKGROUND AND CONTEXT

- **Changing environment and culture**
- **Facilitating staff to deliver change**
- **A sector wide approach**
- **Supporting delivery of Council Corporate Plans**



THE STRATEGIC PILLARS COVER ALL AREAS OF HR

- 1. Leadership**
- 2. Performance Culture**
- 3. Employee Relations**
- 4. Pay and Reward**
- 5. Talent Management**
- 6. Learning Organisation**



WHERE WE ARE NOW

THE WORK DONE –

What we have learnt

- Governance was top heavy
- Resourcing and committing time proved difficult for Working Group members



WHERE WE WANT TO GO

TODAY –

- The challenges and other work supporting Reform
- Review what has been done under each Pillar
- Workshops to refocus the Pillars