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| meeting | ADMINISTRATION COMMITTEE |                    |
| date    | 11 January 2005          | agenda item number |

## Report of the Assistant Director (HR)

### SOCPO CONFERENCE: 9 - 11 MARCH 2005

#### Purpose of the Report

1. The purpose of the report is to consider attendance at the Society of Chief Personnel Officers in Local Government (SOCPO) annual conference in Brighton on 9 – 11 March 2005.

#### SOCPO Conference

2. This annual event is one of the largest, public sector events offering exceptional value with outstanding national and international speakers. Speakers include the former athlete Sally Gunnell OBE, Karen Brady, managing director of Birmingham City football club and Larry Hockman, world-wide speaker on customer and employee needs.
3. The conference gives delegates an excellent opportunity to learn about the latest developments in the field of human resources and to network on best practice issues with Members and Senior Officers from other Local Authorities. A wide-ranging programme has been devised on the theme of 'Releasing Potential – Maximising Performance', focusing on capacity building and organisational/individual performance. Both of these topics are high on the government's agenda, as seen in the Pay and Workforce Strategy and Comprehensive Performance Assessments. They will also feature as part of the Human Resources Strategy.

4. The costs associated with the conference are as follows:
- |   |     |              |
|---|-----|--------------|
|   | £   |              |
| Conference/accommodation fee                      | 795 | Socpo member |
|   | 995 | non member   |
| Travelling Expenses<br>(Standard class rail fare) | 118 | per person   |
| Subsistence Allowances.....                       |     |              |

### **Statutory and Policy Implications**

5. This report has been compiled after consideration of implications in respect of finance, equal opportunities, personnel, Crime and Disorder, Human Rights and those using relevant services. No specific issues arise out of the proposals in this report.

### **RECOMMENDATION**

6. That consideration is given to attendance at the SOCPO Annual Conference from 9 – 11 March 2005. In previous years 4 councillors (3 Labour and 1 Conservative) and the Assistant Director (HR) have attended. The Committee has discussed previously the level of representation at the annual SOCPO conference and members are therefore requested to indicate the number of councillors to attend. The approval for the Assistant Director to go is a matter for the Director of Resources.

The estimated cost of the conference, including conference fees, travel and accommodation is £5,365.

### **Reasons for Recommendation**

7. The issues being considered are highly relevant to the development of a progressive HR strategy and supporting personnel policies within the County Council.

## **Other options considered**

8. The only other option is non-attendance. The report describes the reasons why the business of the conference supports the work of the Council.

**Jack Markiewicz**  
**Assistant Director (HR)**

### **Director of Resources' Financial Comments (NS 24/12/04)**

The costs of attending the SOCPO conference as outlined in the report will be met from the Corporate HR budget in Resources Portfolio. Members travel costs will be met from the Members' travel budget in the Leaders' Portfolio.

### **Head of Legal Services Comments (JF 29/12/04)**

The admin committee has the delegated authority to approve attendance and travel to this conference in accordance with the Travel and Conference policy. The committee must consider what benefits will accrue to the authority at this conference. Whether it is necessary for more than one person to attend and whether the benefits that accrue from attendance can be gained in any other way.

### **Background Papers Available for Inspection**

Conference Publicity