

## People Strategy

The next few years represent a continuing period of development and change for the Council. As an organisation we need to ensure that we continue to be an 'employer of choice' and are able to recruit high quality staff who can contribute effectively to our vision for the future of Cambridge. We need to ensure that we have the employment policies, procedures and organisational structures in place to support the management of change and the delivery of our objectives.

We have some very good services, but this does not mean we are not striving to improve continually. We want to streamline and improve our business processes and simplify the way that we work to provide quality, joined up and more cost effective services.

To meet these challenges we rely on the talent, enthusiasm and commitment of our employees.

Cambridge City Council is one of the City's largest employers, with 1050 staff.

Over a quarter of the Council's annual budget is spent on people related costs. We have held Investor in People status since 1995 and have achieved Chartermark in a number of our front-line services, as well as recognition for levels of excellence in several of our support services.