

## PRIORITY AREA 1: DEVELOPING THE ORGANISATION

<b><u>Developing the Organisation</u></b>					
Action	Priority	Outcomes	By When	Responsibility	Resource Implications
<i>Ensure that appropriate Safeguarding training is being identified, commissioned, planned and undertaken in the timescales identified.</i>	<i>H</i>	<ol style="list-style-type: none"> <li>1. CRB checked posts have undertaken relevant training</li> <li>2. Training for others provided as appropriate</li> </ol>	<p><i>Ongoing</i></p> <p><i>Ongoing</i></p>	<i>Service Directors/Chief Officer : Human Resources</i>	<i>Costs of developing and/or coordinating delivering appropriate training will be contained within existing budgets</i>
Maintain the “Achieving” level of the Equality Framework	H	Maintenance of the “Achieving” level of the Equality Framework.	Action plan implemented	Chief Officer: Human Resources/Head of Community Engagement	Time spent developing, delivering actions.
Revise and update the existing Pay and Workforce Strategy	H	Revised PWS produced, approved & implemented	Version 6 approved by Employment Committee by March 2013	Chief Officer: Human Resources	All appropriate training identified will need to be contained within existing budgets
Remodel the Children’s and Adults workforce through organisational development activities, learning & development/ skills improvements	H	Remodelling plans produced and approved, implementation under way.	March 2013 and on going	Service Directors/ relevant Chief Officers	Time involved in consultation, potential retraining costs.

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Expand skills audit of all employees and encourage the use of Personal Development Plans, and electronic Training Needs Analysis	H	Skills audits completed and plans amended.	April 2013	Learning and Development Manager/Departmental HR Managers	Cost of amending documentation, staff time on briefing sessions
Implement the actions from the 2011 Staff survey and continue to conduct a biennial staff survey to seek employees' views	M	Departmental Action plans being implemented	March 2013 and ongoing	Departmental HR Managers	Cost of amending processes/procedures

The majority of the Resource Implications revolve around the "opportunity costs" of staff time; any financial implications are contained within existing pre-determined budgets.