

PRIORITY AREA 1: DEVELOPING THE ORGANISATION

<u>Developing the Organisation</u>					
Action	Priority	Outcomes	By When	Responsibility	Resource Implications
Continue to ensure that all appropriate Safeguarding training is being identified, commissioned, planned and undertaken in the timescales identified.	H	1. DSB checking as part of PSN requirements have been undertaken 2. Training provided as appropriate	Ongoing Ongoing	Directors/Chief Officer : Human Resources	Costs of developing and/or coordinating delivering appropriate training will be contained within existing budgets
Develop and implement appropriate mechanisms to nurture and develop talent through mentoring, coaching and secondments within the Council as part of the Good to Great initiative	H	Clear mechanisms identified, implementation plans approved	March 2014 and on-going	Directors/ relevant Chief Officers	Time spent developing, delivering actions.
Maintain the “Achieving” level of the Equality Framework	H	Maintenance of the “Achieving” level of the Equality Framework.	April 2014	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 8 approved by Employment Committee by March 2015	Chief Officer: Human Resources	All appropriate training identified will need to be contained within existing budgets
Remodel the Children’s and Adults workforce through	H	Remodelling plans produced	March 2015 and on	Directors/ relevant Chief Officers	Time involved in consultation, potential retraining costs.

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organisational development activities		and approved, implementation under way.	going		
Capture up to date information on the skills/qualifications of all employees through the new LMS	H	Skills audits completed and plans amended.	April 2015	Learning and Development Manager/Departmental HR Managers	Cost of amending documentation, staff time on briefing sessions
Support managers and staff to develop flexible working arrangements in response to the Time for a Change initiative	H	Council wide and Departmental Action plans being implemented	April 2015	Directors/ relevant Chief Officers	Cost of amending processes/procedures plus the cost of amending documentation, staff time on briefing sessions
Introduce an employee Health Check programme	H	A minimum of 25% of eligible workforce checked	April 2015	Chief Officer: Human Resources	External funding available from Public Health, time spend by staff organising scheme
Participate in appropriate benchmarking activities to ensure that the Council provides services which are effective and value for money	M	Annual benchmarking undertaken in relevant areas	Annually	Directors/ relevant Chief Officers	Cost of participation in benchmarking surveys and analysis of results
Implement the actions from the next Staff survey and continue to conduct a triennial staff survey.	M	Departmental Action plans being implemented	March 2015 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.