

## PRIORITY AREA 4: RESOURCING, RECRUITMENT, RETENTION & DIVERSITY

Action	Priority	Outcomes	By When	Responsibility	Resource Implications
Continue to enhance image of the Council as an attractive employer.	H	Recruitment strategy revised and implemented	On-going	HR Managers/ Chief Officer: Human Resources	Development costs. Staffing resources already in place.
Work towards a diverse workforce which reflects the community.	H	Improved levels of recruiting staff from communities	On-going	HR Managers/ Chief Officer: Human Resources	Staff time, advertising costs of new avenues of recruitment
Recruit a new workforce for Coral Reef after the refurbishment programme is complete.	H	Workforce recruited	January 2017	Chief Officer: Human Resources	Cost of recruitment
Identify opportunities for external funding and access these	M	Increase in external funding	April 2015 and ongoing	Chief Officer: Human Resources	Time spent investigating and applying for funding – offset by increased income streams
Refresh the Council's approach to apprenticeship schemes particularly in areas of skills shortage, especially in line with economic regeneration.	M	Recruitment strategy revised and implemented	On-going	HR Managers / Business Development Manager	Development costs. Staffing resources already in place.
Ensure that the Councils' new HR Payroll system provides the ability to provide improved management information	M	New system in place	2016/17	Chief Officer: Human Resources/ Chief Officer Finance	Time spent investigating the requirements and developing a specification, plus the time spent on the tendering process.