

## People Strategy Priorities

Priority – as identified by Councillors at PSSG Oct 2012	Linked to PS Action Plan	Key Actions
<p><b>1. Staff Development:</b></p> <p>Following service changes, an emphasis on re-deploying staff and encouraging a flexible and multi skilled workforce; designing training and development that enable people to embrace change both within their current jobs and in future ways of working. Involving people in the way their work is designed through a Systems Thinking approach in order to improve processes.</p>	<p>A2, A9, A10, C1 D5, D7 D10,E1</p>	<ul style="list-style-type: none"> <li>- Linking outcomes from Staff Focus Panel regarding Communication; first set of feedback with CMT and implemented</li> <li>- How to complete Learning Needs Analysis planned with review of Appraisal scheme</li> <li>- Production of 'On Course' catalogue which identified all types of learning required for all levels</li> <li>- Flexible and Agile Working options considered</li> <li>- Appraisals capture Personal Development Plans with correct information that inform the Corporate Training Plan</li> </ul>
<p><b>2. Appropriate Management Styles:</b></p> <p>Providing managers with the skills and support to manage their people fairly and equitably; rewarding achievement and addressing capability and conduct issues where appropriate. Adopting the best management techniques – including constant review of current processes e.g. Appraisals and Redeployment</p>	<p>A4,A5, A6, A7,A9 ,B3, B6, C3, D2, D7, E2, E3, E7, F1, F2</p>	<ul style="list-style-type: none"> <li>- Increased the diversity of HR workshops and 1-1 support for managers and staff – especially going through change / interventions</li> <li>- Individual and team Performance Management support identified and provided</li> <li>- Review of lessons learnt from projects within FFF and implemented</li> <li>- Utilise Plain English for all communication at service level</li> <li>- Hotfrog engagement survey ran twice this year</li> </ul>

<p><b>3. Staff Morale / Recognition:</b></p> <p>Ensuring that both Members and Management are in tune with the organisation through regular staff feedback, communication channels and engagement strategies. Ensuring communication is in an honest and accessible way; allowing access for everyone to understand what the Council is trying to achieve and how to play their part in it</p>	<p>A2, A6, A10, C2, D3, all of section E, F2, F3</p>	<ul style="list-style-type: none"> <li>- Communication Forum outcomes as in 1 above</li> <li>- Flexible Working as in 1 above</li> <li>- Linking Appraisals to our values/behaviours and what that means</li> <li>- Best Council entry planned for 2013</li> </ul>
<p><b>4. Succession Planning:</b></p> <p>Developing the right workforce with staff that know their customers, provides the right skills and attitudes at the right time in the right way</p>	<p>A1, A4, A5, A8, A9, B1, B2, B5, B6, C2, D1, D2, D3, D4, D5, D7, D10, E2</p>	<ul style="list-style-type: none"> <li>- Support for Managing Change through FFF plan</li> <li>- Training options for all styles and development needs; group and individual</li> <li>- Access and awareness training for all staff</li> <li>- IT System to support establishment data</li> <li>- HR policies aligned to FFF</li> <li>- Appraisal &amp; Competency Review</li> </ul>

**Key: Item on the People Strategy Action Plan**

- A – Leadership and Organisational Development
- B – Workforce Planning and Performance
- C – Equality and Diversity
- D – Learning and Development
- E – Communications and Involvement
- F – Employee Wellbeing, Reward and Recognition

To address these priorities, close working relationships with union colleagues will be paramount