

Appendix 1

Summary of key actions in HR Strategy and Workforce Development Plan

- Pay and Reward**
 - Finalise Single Status arrangements
 - Develop programme of Equal Pay Reviews
 - Implement mechanism for ensuring fair and robust incremental pay progression based on 'satisfactory service'
 - Agree and implement individual performance management systems

- Recruitment and retention**
 - Make recruitment processes more flexible, including, E recruitment, and the streamlining of job descriptions and the secondments process
 - Promote BCC as an employer of choice
 - Review processes for the staffing aspect of Scheme of Delegation
 - Implement the recruitment aspects of the council's advertising review

- Skills Development**
 - Personal development plans (PDPs) implemented across whole council
 - Learning and development policy to ensure equal access to training and training efficiencies.
 - Delivery of the Step Up to Learn programme and devise a corporate approach to essential skills provision
 - Revised competency framework in place
 - Develop BCC line managers development programme in line with the competency framework

- Leadership Development**
 - Contribute to member development
 - Delivery of development activities for chief officers, heads of service, elected members and senior managers
 - Create a revised BCC competency framework
 - Revise Chief officers', heads of service and managers' appraisal system
 - Develop a succession planning framework

- Organisation Development**
 - Absence management – a continuing priority
 - Develop timely and accurate HR management information
 - Embed Capability policy
 - Review of Employee Relations policies
 - Manage HR implications of RPA.
 - Agree a corporate approach to liP
 - Agree effective mechanisms for TU and staff consultation, negotiation, and policy-making that are linked to corporate, HR and business planning.
 - Manage actions from employee survey.
 - Mainstream equality and diversity in BCC
 - Widen effective outreach measures.
 - Review health and safety arrangements across BCC
 - Review Occupational Health provision to support culture of attendance in BCC

