

| Action | Corporate Objective | Target/Aim/ Outcome | Planned Start Date | Due Date | Assigned to | Other services required (only list those service inputs which would not be considered 'business as usual') |
|--|---|--|--------------------|----------|--------------------------------|--|
| Review contract for Occupational Health services | Support the delivery of all Council Objectives | Explore procurement options for the contract for this vital employee service. Current contract ends March 2023 | 01/04/21 | 31/03/22 | Maggie & Laura | Procurement & Legal |
| Conduct a review of employee benefits package | Support the delivery of all Council Objectives | Understanding of value to employees of current benefits package to determine future direction and possible provision of new benefits. | 01/04/21 | 31/03/22 | Maggie & Jo | |
| Exit payment reform | Support the delivery of all Council Objectives | Follow and implement any changes relating exit pay reform and LGPS/pension changes including pension discretions | 01/04/21 | 31/03/22 | Jo Keshishian | |
| Deliver "Shaping our Future" organisational development programme | Support the delivery of all Council Objectives | Build on existing work and pull together all relevant strands to develop an organisational culture and capability to meet the future needs of the Council | 01/04/20 | 31/03/22 | Ian Couper Keith Crampton | |
| Review of format and content of remaining HR Policies | Support the delivery of all Council Objectives | Ensure all policies are fair, necessary and consistent and are formatted with a customer facing focus. | 01/11/18 | 31/03/22 | HRM | Policy Users |
| Gender Pay Gap (GPG) reporting and delivery of the Inclusion Action plan | Enable an enterprising and co-operative economy | Provision of accurate information in relation to reporting requirements. Deliver on action plan e.g. leadership development, succession planning. | 01/04/21 | 31/03/22 | Jo, Maggie & Helen | |
| Equalities Reporting and feeding into the Inclusion group | Support the delivery of all Council Objectives | Provision of accurate information in relation to reporting requirements. | 01/04/21 | 31/03/22 | Jo & Maggie | |
| Mental Health Financial Wellbeing | Support the delivery of all Council Objectives | Developing the work already done on mental health, with money worries being a significant stressor, focus work on helping people manage their finances . | 01/04/21 | 31/03/22 | Helen & Laura | |
| Increased HR automation of processes - digital transformation? | Support the delivery of all Council Objectives | Implement changes to e-administration and process handling of HR work and link to transformation work | 01/04/19 | 31/03/22 | Jo Keshishian Laura Bignell | Customer Services, IT |
| Annual Pay Policy Statement | Enable an enterprising and co-operative economy | Publication to comply with Section 40 of the Localism Act & the Local Government Transparency Code 2014 and proposed changes arising from the Enterprise Bill | 01/04/21 | 31/03/22 | Jo Keshishian | Finance |
| Develop a wide range of Learning and Development Opportunities embracing technology where possible | Enable an enterprising and co-operative economy | To develop the wider use of GROW Zone resources and supplement face to face training activity with range of responsive and engaging solutions | 01/04/20 | 30/03/20 | Keith Crampton | |
| Manage the councils recruitment and training of apprentices | Enable an enterprising and co-operative economy | Ensuring effective use of the Apprentice Salary Budget and the Apprentice Levy to meet targets and support services and help primarily young people get a route into work and a career | 01/04/21 | 31/03/22 | Helen & Laura | |
| Income generation from selling HR services or other income generation ideas. | Enable an enterprising and co-operative economy | generate income from acting on ideas for any possible income generation from HR | 01/04/21 | 31/03/22 | HR Managers | Commercial |
| People recovery plan and actions associated with post-pandemic working | Support the delivery of all Council Objectives | | 01/04/21 | 31/03/22 | HR Managers | |