

HR Plan on a Page 2018 / 19

Vision: To be the Best HR Service to support delivery of the Best Council Plan – one that is accountable, credible, provides value for money and is both internally and externally focussed.

Our Approach: Professional in Practice and Image | Customer focussed | Politically Aware | Collaborative Style | Joint Ownership

Our Priorities

	Resourcing & Development Strategy	'Can do' Culture	Pay	Health, Safety & Wellbeing	Inclusion & Diversity
What we will deliver	<ol style="list-style-type: none"> More efficient, streamlined and inclusive end to end recruitment process. A resourcing strategy to deliver the right people in the right place at the right time. Review of the workforce development offer to ensure delivery of the right skills for the future workforce. 	<ol style="list-style-type: none"> Deliver the 'Team Challenge' Programme New Member Development Offer Redesign engagement approach relevant to Service areas 	<ol style="list-style-type: none"> Implement the NJC 18/19 and 19/20 pay award Address hierarchy and pay differential issues in specific service areas i.e. catering and cleaning Develop and implement actions to address the gender pay gap Implement the Leeds Living Wage across LCC and promote for commissioned services 	<ol style="list-style-type: none"> Reduce annual sickness levels by 1 day per FTE by 31st March 2019 Deliver the Health, Safety & Wellbeing Strategy action plan for 2018 / 19 Introduce financial wellbeing support packages for staff 	<ol style="list-style-type: none"> Deliver mandatory Inclusion & Diversity training offer for all staff Improve workforce diversity data disclosure levels Develop the Supporting People at Work framework for implementation in April 2019
How we will measure success	<ol style="list-style-type: none"> New e-recruitment system in place by May 2019 End to end 'normal' recruitment timeline reduced to 1 month by July 2019 An increase in apprenticeship levy spend by 30% in 2018 / 19 Proposal for more inclusive and accessible graduate level programme by December 2018 Workforce recruitment and retention analysis by end of June 2018 Targeted recruitment proposal based on workforce recruitment and retention analysis by end of July 2018 	<ol style="list-style-type: none"> Launch Calls9 on 1st September 2018 for 5000 front line users. Have a proposal on new engagement approach by 1st September 2018 Deliver Member Development Programme by 31st March 2019 Report back on outcomes and impact of 'Team Challenge' by 31st March 2019 	<ol style="list-style-type: none"> All NJC staff paid on the new pay spine with effect from 1st April 2019 Hierarchy and pay differential issues resolved in specific service areas as part of the implementation of the new pay spine by 1st April 2019 LCC gender pay gap to be reduced – less than 8% by 2020 reporting period Minimum pay rate of £8.75 per hour to be implemented for all LCC staff from 1st April 2018. 	<ol style="list-style-type: none"> Sickness to reduce to 8.75 days lost per FTE for 2018 / 19 Financial wellbeing partner commissioned by 1st October 2018 	<ol style="list-style-type: none"> Increase diversity disclosure levels by 30% by 31st March 2019 100% completion of Inclusion and Diversity training package by 31st March 2019 Improve Stonewall Index position to within top 20 by 31st March 2019 Apply for Disability Confident level 3 accreditation by 31st March 2019 'Wellbeing conversations' to be embedded in the 2019 full year appraisal process

Service Priorities	Leeds Building Services	Contact Centre	Shared Services	Waste	Schools Offer
	Culture Change Productivity & Performance Recruitment & Retention	Operating Model Review Culture Change Recruitment & Career Planning	Operating Model Review Culture Change	Culture Change Reduce Sickness Absence	Options appraisal

BUSINESS AS USUAL