

Objective 1 – Plan and Deliver our organisation’s workforce requirements

		<u>What is our local authority currently doing?</u>	<u>Priorities for 2019</u> <u>What will you do in addition to what you are currently doing?</u> <u>How can we improve on what we are currently doing/do better?</u> <u>What new areas will you work on?</u>	<u>Why is this important?</u> <u>What value will it add?</u>		<u>Comments:</u> <u>(enablers, dependencies, risks, supports etc.)</u>
1.1	Identify how greater public service expectations, emerging government priorities and alternative service delivery models impact on future workforce needs.					
1.2	Ensure organisation design and structure is appropriate for the delivery of corporate strategic goals and objectives.					
1.3	Integrate the workforce planning process with corporate planning to identify and align resources and capacity with business objectives.					
1.4	Identify skills and competency requirements to deliver on existing and future service needs.					

1.5	<p><i>Research and develop HR analytics to support evidence-based corporate planning and policy development.</i></p> <p><i>Sectoral HR Analytics Working Group</i></p>					
Strategic Priority 1 – Workforce of the future						
Objective 2 – Be an Employer of Choice						
		<u>What is our local authority currently doing?</u>	<u>Key Priorities for 2019</u>	<u>Why this is important for our local authority</u>		<u>Comments:</u> <u>(enablers, dependencies, risks, supports etc.)</u>
2.1	<p>Attract and recruit people with the appropriate knowledge, skills and behaviours.</p>					
2.2	<p>Develop a local government communications campaign to raise awareness of the diverse, impactful and valuable work of the local government sector as part of the wider public service.</p> <p><i>Sectoral Marketing/Communications Working Group</i></p>					

2.3	Promote the career opportunities and the potential for development and progression offered by working in local government.					
2.4	Enhance recruitment and selection process by utilising the full range of marketing and communication channels to promote recruitment campaigns while also ensuring ease of access through technology.					
2.5	Build strategic alliances with other organisations to position the local authority as a key employer of choice.					

Strategic Priority 1 – Workforce of the future

Strategic Priority 2 – Capacity and Capability

Objective 3 – Create a culture of continuous learning and development

		<u>What is our local authority currently doing?</u>	<u>Key Priorities for 2019</u>	<u>Why this is important for our local authority</u>		<u>Comments:</u> (enablers, dependencies, risks, supports etc.)
3.1	Produce a learning and development strategy for the local government sector to address priority knowledge and skills requirements. <i>Sectoral L&D Working Group</i>					

3.2	Create a learning and development plan in line with corporate priorities and career development					
3.3	Build a culture of management and leadership competencies that best meet the changing needs of an agile organisation.					
3.4	Develop a structured framework to support appropriate succession planning					
Strategic Priority 2 – Capacity and Capability						
Strategic Priority 3 – Effective Management						
Objective 4 – Empower and Enable our Managers and Supervisors						
		<u>What is our local authority currently doing?</u>	<u>Key Priorities for 2019</u>	<u>Why this is important for our local authority</u>		<u>Comments:</u> <u>(enablers, dependencies, risks, supports etc.)</u>

4.1	Build line management capacity and competence to manage employees effectively.					
4.2	Develop a framework of policy, procedures and practices that underpin and support effective people management.					
4.3	Build organisational capacity in managing change.					
4.4	Support newly appointed team leaders in people management.					
4.5	Roll out mentoring, support and induction of new employees and newly promoted staff.					

Strategic Priority 3 – Effective Management						
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Objective 5 – Promote positive Employee Relations and engagement						
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		<u>What is our local authority currently doing?</u>	<u>Key Priorities for 2019</u>	<u>Why this is importa</u>		<u>Comments:</u> <u>(enablers, dependencies, risks, supports etc.)</u>
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				<u>nt for our local authorit y</u>		
5.1	Communicate and consult effectively with employees on key organisational activities and plans.					
5.2	Recognise individual, team and organisation achievement.					
5.3	Develop a series of strategies and practices that will enable greater engagement.					
5.4	Maintain collaborative Employee Relations with unions and staff representatives, respecting IR mechanisms.					

Strategic Priority 3 – Effective Management

Objective 6 – Create a fair, supportive and healthy working environment

		<u>What is our local authority currently doing?</u>	<u>Key Priorities for 2019</u>	<u>Why this is important for our local authority</u>		<u>Comments:</u> <u>(enablers, dependencies, risks, supports etc.)</u>
6.1	Promote and support a culture of dignity, respect and equality.					
6.2	Develop a health and wellness framework that incorporates staff welfare, proactive health awareness campaigns and resilience programmes.					
6.3	Create a healthy working environment by promoting early intervention and good communications.					

6.4	Embed Public Sector Duty values into organisational plans and activities.					
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