

# CHESHIRE EAST COUNCIL

## APPENDIX 2

### ENABLING PROJECTS

<b>Project</b>	<b>Project Outline</b>	<b>Progress Update</b>
Recruitment Process	Developing an efficient and successful Recruitment Process aligned to the Vision for Workplace Culture, FIRST values and Behaviours.	An end to end review of the recruitment and selection process has commenced and the recommendations are expected in September
Induction Programme	An Induction Programme that is aligned to the Vision for workplace culture, FIRST Values and Behaviours Complimented by a detailed toolkit, appropriate training interventions and tracking methods.	Background work completed on the revised Induction programme. First draft due to be completed in August
HR Processes and Procedures	Review and update HR Policies, Procedures and Processes.	Phase 1 currently under Trade Union consultation and negotiation process
Appraisal & 360 feedback	An automated appraisal system that is aligned to the Vision for workplace culture, FIRST Values and Behaviors with the capability to capture training data. Complimented by a detailed toolkit and appropriate training interventions.	The appraisal system is being reviewed. Feedback has been received through the Starting the Conversation Sessions and the Brighter Future Together Team staff Forum. Procurement framework search for a new system is complete. Contracts expected to be in place by August.
Skills Audit & Management Development	Developing an informed position statement on the organisation's skills. Developing the organisation's current and future leaders and managers through consistent succession planning and a Leadership &	A leadership skills audit has been developed and distributed to everyone in the organisation with responsibility

	Management Development Training Programme.	for managing people. Results due in August.
Coaching Programme	A programme of work that develops the skills of managers and champions in various roles to develop targeted coaching skills.	Product description work package completed. Due to be reviewed and aligned following the results of the skills audit.
Wellbeing and Recognition	A package of work with particular focus on some of the LGA recommendations from the culture review relating to bullying and harassment helpline and other insight mechanisms. This work package forms part of the wider Wellbeing in Work Programme already underway.	Options for implementing a helpline due to be presented to the Brighter Future Steering Group for review in July.
Pay and Reward	Review and align pay and benefits policy and procedure.	Product description work package completed. Alignment of benefits package due to be completed March 2019.