

CHESHIRE EAST COUNCIL

APPENDIX 2

ENABLING PROJECTS

Project	Project Outline	Progress Update
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 to be presented to the Steering Group in October.
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 expected in October.
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.	Review completed and new process in progress. Oracle replacement system in commissioning process, contract due to be awarded by end September 2018.

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 & Management Development Training Programme.	Management and Leadership skills audit conducted in July. 475 responses were received. This represents a significant and positive response rate of 78% response rate (610 surveys were sent out in total). Feedback to be communicated during September 2018.
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.	A dedicated helpline to provide support to those employees experiencing inappropriate behaviour went live 6 th August 2018. The helpline is called Stop Bullying Behaviour and is provided by Workplace Wellness.
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.