

CHESHIRE EAST COUNCIL

APPENDIX 2

ENABLING PROJECTS

Key: Completed/ On Schedule/ Behind Schedule

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.	A new recruitment system has replaced Taleo and will interface with Business World. Work is underway to improve the process and experience for managers and candidates along with looking at options to use strength based recruitment tools and exploring innovative ways of recruiting to CEC values and behaviours.
Induction Programme	An Induction Programme that is aligned to the Vision for workplace culture, FIRST Values and Behaviours complemented by a detailed toolkit, appropriate training interventions and tracking methods.	Background work completed on the revised Induction programme. Progress stalled due to delays with the Business World implementation.
HR Processes and Procedures	Review and update HR Policies, Procedures and Processes.	Phase 1 b) Capability, Employee Wellbeing/ Managing Attendance, Adoption Policy, Ordinary Parental Leave, Maternity Policy, Paternity Leave Policy drafted. Update to Disciplinary Policy completed

		awaiting union consultation. Updated Management Guidance for Grievance Policy.
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.	Further delayed due to Business World/ joint procurement. Process circulated for approval & toolkit work with Sticky Change complete but go live cannot occur until procurement is complete. Mitigation includes preparing for a paper based process in the interim.
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.	Leadership and Management skills audit complete. Communicated findings to WLT on 17th September 2018. Findings informed creation of Management Development Plan. Draft management development programme approved by WLT and their management teams. Commissioning in progress.
Coaching Programme	A programme of work that develops the skills of managers and champions in various roles to develop targeted coaching skills.	Work in progress to ensure a quality solution that is aligned with the vision, behaviours and deal. Draft to be shared with programme team by 31 Jan 2019
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.