



# Workforce Strategy Update

## Kiran Hans



# Recent Activity

- Leadership Development Programme
- Electric and Hybrid Vehicles
- Incremental progression process
- Hybrid working policy implemented





## Recent Activity

- My money matters - Additional Voluntary contributions session
- Equality, Diversity and Inclusion network launched
- Occupational Health Retender
- VIVUP (discounts platform renewal)
- Anglian Water – support for staff

# Equality, Diversity and Inclusion Network

## First meeting





## Engagement and Wellbeing Activity:

- ▶ Pumpkin Decorating Competition
- ▶ Menopause Awareness Talk
- ▶ I am remarkable sessions
- ▶ International Men's Day
- ▶ Diabetes Awareness Talk and Walk

# Engagement Activity - October to November





## Engagement and Wellbeing Activity continued:

- ▶ Xmas decorating Competition
- ▶ Eddie the Elf
- ▶ Xmas Quiz
- ▶ Brew Monday

# Engagement Activity - December to January



# Upcoming Dates:



Random Acts of Kindness - 17th February



International Women's Day - 11th March



Comic Relief bake off - 18 March



Impact and Presence workshop - 25 March



GamCare support session 19th March



5th set of roadshows in diary w/c 23 March



## Next 5 Priorities:

- Review Healthcare insurance/cash back plans
- Reward – renewal VIVUP
- Social Wellbeing
- Use of Technology
- Continuous Improvement Culture

# Progress on Actions:

<b>November 24 Committee</b>	<b>February 25 Committee</b>	<b>July 25 Committee</b>	<b>October 25 Committee</b>	<b>February 26 Committee</b>
9 Completed	11 Completed	18 Completed	22 Completed	30 Completed
15 in progress	19 in progress	18 in progress	17 in progress	13 in progress
25 to start	19 to start	13 to start	10 to start	6 to start

Any Questions

