



Workforce Strategy Update

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Background and Aims

- ▶ Higher quality services for our customers, greater staff engagement and retention, and lower levels of stress.
- ▶ Value for money services with our workforce made up of the right people in the right places, the cost of getting it wrong can be significant.
- ▶ To ensure that we can deliver our organisational priorities with our workforce.
- ▶ Become an employer of choice by providing training and empowering an innovative workforce.





Workforce Strategy:

- Developed through employees
- 3 pillars:
 - ❖ Attraction and Retention
 - ❖ Engagement
 - ❖ Well-being
- 49 overarching actions, 119 broken down

Activity Since Launch

- ▶ Leadership Development Programme
- ▶ New One to one form
- ▶ Buddy scheme for new starters
- ▶ Launching an Employee Assistance Programme with counselling, financial, legal, family, property advice plus more
- ▶ New Employee Handbook
- ▶ Equality Diversity and Inclusion Network
- ▶ My Money Matters - voluntary contributions scheme and financial advice
- ▶ Engagement activity – International Men’s/women’s day, Roadshows quarterly at all sites, pensions advisor
- ▶ Health kiosks, Nurse MOT checks, cervical screening

Activity since February

- Electric and Hybrid Vehicles
- Perkbox (Discounts platform renewal)
- Job shadowing Process
- Roadshows
- Tri Sector Challenge
- Volunteers Policy
- Incremental progression



Activity since February

- Grade compression A- D
- Family friendly events
- Work well
- Health initiatives
- Coaching and Mentoring Cohort launch for all staff
- Coaching for senior managers
- Secured 3 Graduates via IMPACT
- iCare Awards 2026



iCare Awards Pics



iCare Awards Pics



Engagement Activity - February - June



Random Acts of Kindness - 17 February



International Women's Day - 11 March



Comic Relief bake off - 18 March



GamCare support session 19 March



Introduction to Sign Language - 20 March



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

Engagement Activity Continued



Impact and Presence workshop - 25 March



Endometriosis Awareness session - 27 March



Mental Health Awareness Week - 11-17 May



Learning week - 18-24 May (Nutrition and Hydration talk)



Mini Health Kiosk - 16 June




5th set of roadshows in diary w/c 22 June

Engagement Activity - February to June





Next Priorities:

- Health and Wellbeing Strategy
 - Healthcare insurance/cash back plans
 - Review of Mandatory Training
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Progress on Actions:

November 24 Committee	February 25 Committee	July 25 Committee	October 25 Committee	February 26 Committee	June 26 Committee
9 Completed	11 Completed	18 Completed	22 Completed	30 Completed	41 Completed
15 in progress	19 in progress	18 in progress	17 in progress	13 in progress	8 in progress
25 to start	19 to start	13 to start	10 to start	6 to start	0 to start

Any Questions

