

Huntingdonshire District Council - WORKFORCE DEVELOPMENT STRATEGY ON A PAGE

CORPORATE PRIORITIES

A Strong Local Economy

Enabling Sustainable Growth

Working with our Communities

Customer Focused and Service Led

VISION

To create a leaner organisation, comprising a flexible, agile and engaged staff which is responsive to changing demands; uses technology to deliver services differently; seeks opportunities for more flexible working and is both commercial and customer focused.

STRATEGIC PRIORITIES

Support personal development

- Personal Development Plan (PDP)
- Organisational Training Plan & Budget
- LGSS Training Open Programme
- Externally Sourced Training
- Specialist Training
- Qualifications
- Coaching, Mentoring & Action Learning

KEY METRICS

- Increase in skills
- Training days

Deliver great leadership and management

- Senior Management Team
- Management Team
- Peer Review
- Communications Strategy
- Performance Reporting
- Engaged Workforce
- Leadership Development Programme

KEY METRICS

- Staff turnover

Promote a healthy and safe work environment

- Code of Conduct
- Health and Safety Policy
- Sickness Reporting
- Incident Reporting
- HR Policies
- Work / Life Balance
- Employee Benefits Scheme
- Wellbeing Programme

KEY METRICS

- Number of reported H&S incidents
- Absenteeism levels

Enable involvement in decision-making

- Focus Groups
- Staff Council
- Consultations
- Communications Strategy
- Communications Champions
- Employee Survey
- Meet SMT

KEY METRICS

- Employee survey participation levels

Manage talent and succession planning

- Annual Assessment
- Active Talent Management
- Leadership Programme
- Recruitment/Retention Practices
- Workplace Shadowing
- Awards/Competition Programme

KEY METRICS

- Internal appointments
- Appraisal rating
- Recruitment costs

Ensure every role counts in the structure

- Corporate Plan
- Service Plan
- Zero Based Budgeting
- Appraisals / Supervision
- Job Evaluation
- Performance Management

KEY METRICS

- Employee Net Promotor Scores