

PEOPLE STRATEGY 2017 - 2020	2 <sup>nd</sup> Quarter 2017	3 <sup>rd</sup> Quarter 2017	4th Quarter 2017	1st Quarter 18/19	2nd Quarter 18/19	3rd Quarter 18/19	4 <sup>th</sup> Quarter 18/19	19/20
Stream 3 – Developing the Skills & Capacity of the Workforce  Skills Audit – Future Skills  Implement new Corporate Development Programmes  Implement mandatory development programmes for staff		TPB agree PID	Carry out audits of current and required future	Design and launch a 'Skills for Change Programme'	Develop a Programme that meets the organisation's current requirements  Develop mandatory Programmes to meet current requirements	Launch new Development Programmes	Develop a 'Future Skills Programme ' Including mandatory programmes	Launch new Development Programmes
Stream 4 – Resourcing the Council  Develop and implement a Recruitment & Retention Strategy  Review the organisation's recruitment procedure and policies in conjunction with the ITrent module	Set up Project Group. TPB agree PID  Set up Project Group. TPB agree PID	Develop Recruitm Strategy  Review Policy & P Review vacancy/jo	Procedures	Implement new iTrent module, the Council's website, Policy & Procedures	acco base	iew, develop and impountability/ competen ed job descriptions k with 1& 2)	plement cy	Close and review project

PEOPLE STRATEGY – TRANCHE PLAN Appendix 2

PEOPLE STRATEGY 2017 - 20120	2 <sup>nd</sup> Quarter 2017	3 <sup>rd</sup> Quarter 2017	4th Quarter 2017	1st Quarter 18/19	2nd Quarter 18/19	3rd Quarter 18/19	4 <sup>th</sup> Quarter 18/19	19/20
Ensure the organisation meets its public sector duty by appointing a range of apprentices including higher and internal	Recruit Cohort 3 a  Recruit national gr LGA Scheme  Recruit Change 100 student		Identify and appoint internal apprentices	Recruit 2 higher apprentices	Recruit Cohort 4 a  Recruit Change 100 student	pprentices	Identify and appoint internal apprentices	Recruit Cohort 5 apprentices  Recruit national graduate – LGA Scheme  Recruit Change 100 student
Stream 5 – Pay & Benefits  Fundamental review of the organisation's JE Scheme, Policy and Procedures  Fundamental review of the organisation's pay model  Fundamental review of the organisation's Collective Agreements and terms and conditions		Set up Project Group. TPB agree PID	Management Boa	ccheme/process, Pay l rd and members agre tiate with Trade Union aff as required	e new policies and pro	•	ns and conditions.	Close and review project