

Appendix 3

Our People Promise Programme Plan	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
	2017	2018												2019											
CULTURE & BRAND																									
Our People Promise Development - focus groups, engagement, branding, communications																									
HEALTH & WELLBEING																									
Implementation of First Care and 12 month review																									
Attendance Management Procedure Review including reasonable adjustment guidance changes																									
Workplace Wellbeing Survey																									
Wellbeing Calender of Events and implementation of initiatives following the survey																									
Mental Health Training for managers																									
Re-launch of the volunteering policy for staff																									
Launch of Carers passport for staff																									
Menopause Support																									
PERFORMANCE & TALENT MANAGEMENT																									
Rated & Moderated Reviews Tiers 1-4																									
Rollout of Behaviour framework and new Performance development process																									
Review of Corporate Learning Programme offer (tier 5 and below)																									
New Induction Programme																									
Coaching and mentoring offer																									
Leadership Development Prgramme																									
Future Leaders Programme																									
RESOURCING, REWARDS & BENEFITS																									
Implementation of agreed principles for effective Change & organisational development																									
Implementation of new staff benefits portal																									
Recruitment - implementation of new recruitment system and more flexible methods of recruitment																									
EQUALITY & INCLUSION																									
Staff Survey 2019																									
Mediation / early resolution of disputes																									
Global HPO review of equality practices																									
Implementation of Global HPO recommendations																									

