

OD Strategy 2015-2020 Progress

<p>Organisational Design</p> <ul style="list-style-type: none"> • Alternative service delivery models; Leisure Trust, Shared Resource Service for IT, Hosted services e.g. South East Wales Adoption Service and Blaenau Gwent/Caerphilly Workforce Development Service • Fundamental review of senior management structure and organisational design 	<p>Pay & Reward</p> <ul style="list-style-type: none"> • Introduction of Foundation Living Wage April 2018 • New NJC Pay Spine April 2019 • Pay Policy based on performance implemented in schools • All equal pay claims resolved 	<p>Performance Management</p> <ul style="list-style-type: none"> • Performance Coaching to include 360 degree appraisal for managers • Implementation of employee and manager self-serve for the iTrent HR/Payroll system • Annual reviews of sickness absence – improvements to processes and policy 	<p>Culture</p> <ul style="list-style-type: none"> • Leadership Development Programme 2016/17 aimed at shifting managers to leaders
<p>Engagement & Consultation</p> <ul style="list-style-type: none"> • Staff surveys used to identify organisational areas for development and improvement • Reintroduction of Managers Brief and Staff Newsletter • Manager's Conference October 2019 • Embedded Trade Union Consultation and Engagement Framework 	<p>Employee Relations</p> <ul style="list-style-type: none"> • Minimal industrial action and claims to employment tribunals • Trade unions engaged in transforming Blaenau Gwent projects and service reviews • Fundamental review of Trade Union Facilities Arrangement, Engagement and Consultation Framework 	<p>Organisation Learning</p> <ul style="list-style-type: none"> • Core competency Framework in place • All Wales public sector platform in place • Supporting professionalization of the workforce in social care • Apprenticeship options integrated into recruitment and development approaches across the organisation 	<p>Wellbeing</p> <ul style="list-style-type: none"> • Managers toolkit to support managers managing stress/mental health • Range of wellbeing and family friendly policies for staff • Fundamental review and improvements in occupational health provision
<p>Improving Performance in Schools</p> <ul style="list-style-type: none"> • Partnership arrangement strategically shaping the approach to human resource management in schools • Significant review of policies and alignment to Council policy • New delivery models; Ebbw Fawr 3-16 Learning Community, Abertillery 3-16 Learning Community, Riverside Special Education Needs School 3-16 	<p>Equality and Diversity</p> <ul style="list-style-type: none"> • Gender pay reporting in place – the Council has a female bias this includes at a senior management level • Recruitment processes has guaranteed interview for those with a disability • Positive Disability Award awarded by the Department for Work and Pensions • Various awareness training e.g. religion, Violence Against Women, Domestic and Sexual Abuse, Mental Health, etc 	<p>Elected Members</p> <ul style="list-style-type: none"> • Performance review process in place with a competency framework • Elected Member induction • Elected Member mentoring framework 	 <p>Cyngor Bwrdeistref Sirol Blaenau Gwent County Borough Council</p>