

# OD Strategy 2015-2020 Progress

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