


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>