

OUR GOAL: TO BE AN EMPLOYER OF CHOICE...

With quality services delivered by a flexible workforce which is healthy, engaged, motivated and who Thrive Through Work

SUPPORT THE DELIVERY OF:

The Thrive Agenda, Health & Well-being Strategy, Economic Development Strategy, Community Wealth Building, Housing Strategy

RECRUITMENT AND RETENTION

Attracting & retaining staff

- Support the employment life cycle, enhance the employment experience & be an employer of choice
- Review of candidate attraction & recruitment processes
- Review induction & on-boarding
- Employee benefits & recognition offer
- Promoting work-life balance
- Adopt relevant government initiatives, e.g. kick-start

LIFELONG LEARNING AND DEVELOPMENT

Right skills, right place, right time, right people

- Apprenticeship Strategy & Delivery Plan
- Digital/blended learning available to all
- Development of career pathways & succession plans
- Addressing workforce planning & skills gap
- Employee learning & development offer tailored to service requirements
- Management Development Programme
- Implementation of a Learning Management System

WELL-BEING, ENGAGEMENT AND INCLUSION

Looking after our workforce & ensuring everyone is valued

- Well-being, Inclusion & Engagement Framework
- Improving communication
- Employee networking & support groups
- HR policies & procedures to reflect Public Sector Equality Duties
- Implement sickness management procedures supported with well-being initiatives
- Coaching culture reflecting empowerment & accountability

LEADERSHIP BEHAVIOURS AND PERFORMANCE

Being proud to work for Gateshead Council

- Organisational values & purpose
- Competency and behavioural frameworks
- Celebrating achievements
- Leadership Development Programme
- Review of Employee Performance Management Systems (A&D's)
- Addressing adverse behaviours consistently across the Council
- Managing data to inform decision making & adoption of lean process management

WORKFORCE DESIGN

Ways of Working

- Embed hybrid working model
- Pay, reward & job evaluation review
- Health & Safety culture
- Service design with customer at the heart & without silos, locality working
- Digitising services
- Partnership working as an anchor organisation & as an exemplar employer in Gateshead
- Integration of health & social care workforce issues
- Supporting the "green" agenda & address climate change

WORKFORCE STRATEGY DELIVERY PLANS

