



HR/OD People Strategy 2021-2025

Our People: The Heart of Northumberland

Our Values

Residents First

Respect

Keeping Our Communities
Safe & Well

Excellence & Quality

Our Key Strategic Themes

Enriched Experience

- To plan & deliver a pulse approach to staff survey
- Develop a WorkSmart #TNLand communication and delivery plan including branding
- Deliver seamless close to the NHS Trust partnership
- Deliver a forward-thinking refresh of NCC T's & C's
- Expand Coaching and Mentoring culture

- Technology for All to enhance engagement
- Enhance digital communication channels
- Full scale evaluation of Staff survey data to date to truly embed people centred culture

Health, Wellbeing & Selfcare

- To develop a health in all policies approach to all procedures
- To build and expand upon current welfare campaigns
- To build a post CV-19 staff support pathway focussing on drugs and alcohol and psychological input.

- To enhance and widen the Health & wellbeing resource – aligned to business needs
- Embed selfcare culture across the organisation
- Significant improvements in how the workforce rate their own health and wellbeing.

Planning Our People for the Future

- Creation of a succession planning dashboard
- Undertake a post CV-19 workforce planning/ redesign exercise
- Redesign of internal apprenticeship programme
- Development of Staff bank to reduce agency spend

- Implementation of talent pathways using the data built above
- Development of learning catalogue aligned to appraisal needs
- Continued development of learning technologies to enhance quality and efficiencies

Equality, Diversity & Inclusion for Everyone

- To develop a E, D&I in all policies approach to all policies and procedures
- Build on current campaigns
- To develop a comprehensive inclusive recruitment process
- Expand and operationalise the work of the network groups

- NCC to be recognised both locally and nationally as a leading inclusive employer
- To improve staff engagement experience within minority groups
- Demonstrate our commitment through transparent data publication

Systems Innovation & Automation

- To design and implement a one-stop employee portal
- Automation review programme to deliver efficiencies and improve quality delivering fully integrated HR systems including inhouse Staffbank booking system

- To review all current recruitment practices
- Deliver a streamlined onboarding process
- Deliver efficiencies in records management
- Develop and maintain sharepoint as a single point of information
- Review agile technology needs

Years 1 & 2

Years 1-4

Our Strategic Aim is to Deliver

WorkSmart #TeamNorthumberland: *Its What you do, not where you do it!*

Our Strategic Aim is to take a climate conscious approach to delivery of the HR/OD People Strategy