

## Appendix 4 – Year 2 Action Plan

East Sussex People Strategy Theme	Link to Council Plan	Key Activities for Year 2	How will we know we are performing well? (NB: Performance data will be captured by the use of a Q12 questionnaire)
<b>Leadership and Management</b>	<ul style="list-style-type: none"> <li>✓ Keeping vulnerable people safe</li> <li>✓ Making best use of resources</li> <li>✓ Use of strategic commissioning</li> <li>✓ One Council</li> <li>✓ Strong partnerships</li> </ul>	<ol style="list-style-type: none"> <li>1. Finalise and launch the Management &amp; Leadership Standards / Capability Framework.</li> <li>2. Develop and promote our Managers Curriculum to ensure we have leaders for the future whilst considering options to work in partnership with Surrey CC</li> <li>3. Further report setting out the options for the organisation in relation to adopting a coaching approach to management and leadership and the potential investment needed to support that.</li> </ol>	<p>Managers will be confident about the role they are undertaking. Their development will be supported appropriately and there will be greater self-sufficiency.</p>
<b>Performance, Development &amp; Reward</b>	<ul style="list-style-type: none"> <li>✓ Driving economic growth</li> <li>✓ Making best use of resources</li> <li>✓ One Council</li> </ul>	<ol style="list-style-type: none"> <li>1. Launch new appraisal process including initial evaluation of success</li> <li>2. Commence work on developing a Council wide strategy for talent</li> <li>3. Review the existing pay and grading arrangements in the context of the new National Living Wage requirements, including a review of the market position to understand where the Council is located in respect of this.</li> </ol>	<p>Staff and managers are clear about the standards expected of them; performance and attendance issues are well managed by our managers.</p> <p>Our pay and grading structures and legally compliant.</p>
<b>Employee Engagement and Recognition</b>	<ul style="list-style-type: none"> <li>✓ Making best use of resources</li> <li>✓ One Council</li> </ul>	<ol style="list-style-type: none"> <li>1. Consideration, in consultation with departments, as to the most appropriate way / method of accessing staff and manager feedback to determine engagement levels within the Council.</li> </ol>	<p>Our staff tell us that they feel valued and engaged, with their views being listened to and they take personal responsibility for the work they are doing.</p>
<b>Employee Health, Wellbeing and Inclusion</b>	<ul style="list-style-type: none"> <li>✓ Helping people to help themselves</li> <li>✓ Making best use of resources</li> <li>✓ One Council</li> <li>✓ Strong partnerships</li> </ul>	<ol style="list-style-type: none"> <li>1. Work with departments to develop departmental / service absence improvement targets.</li> <li>2. Introduce Wellbeing into Supervision meetings and promotion of existing wellbeing information and resources.</li> <li>3. Launch an ESCC Wellbeing App.</li> <li>4. Launch the 5 Weeks to Wellbeing Campaign; this will include a 'Give' week looking at promoting volunteering opportunities.</li> <li>5. Improvement in return to work completion compliance.</li> <li>6. Development of a Wellbeing intranet page ensuring all wellbeing initiatives are captured in one place.</li> </ol>	<p>Our staff tell us that they have a healthy workplace and their wellbeing is supported.</p>