

| Ref | What will we do? | Greener Faster | Thriving Places | Healthy Communities | Good Homes for All | Efficient and Effective | Listening and Learning | Council Plan - What we want to achieve (if relevant) select from drop down | Project Stage (if req'd) select from drop down | Key Milestones | Key Milestone Target Date | Project Delivery Date | Project Progress select from drop down | Cabinet Member | Lead Officer | Resources | TC25 | Comments |
|--------|---|----------------|-----------------|---------------------|--------------------|-------------------------|------------------------|---|---|---|---------------------------|-----------------------|---|----------------|--------------|-----------------------------|------|---------------------------------|
| HMR001 | Review health and wellbeing provision for staff. | | | | | | ✓ | Improved satisfaction for our services | Delivery | | Sep-25 | Dec-25 | On Track | Clr Cutler | Jamie Cann | No extra resources required | | |
| HMR002 | Review all HR policies, to ensure compliance with forthcoming legislation | | | | | | ✓ | Improved satisfaction for our services | Delivery | | Dec-25 | Dec-25 | On Track | Clr Cutler | Sam Hanks | | | Over half of policies reviewed. |
| HMR003 | Conduct and analyse 3rd Annual Employee Attitude Survey. | | | | | | ✓ | Improved satisfaction for our services | Initiation | Survey launch June 2025; Feedback Sept | Nov-25 | Dec-25 | On Track | Clr Cutler | Sam Hanks | | | |
| HMR004 | Produce job evaluation process guidance. | | | | | | ✓ | Improved satisfaction for our services | Initiation | August 2025 for draft | Dec-25 | Dec-25 | | Clr Cutler | Sam Hanks | | | |
| HMR005 | Procure and implement a leadership development programme for scale 4/5 with management responsibilities | | | | | | ✓ | Improved satisfaction for our services | Start-up | First cohort trained by end of July | Jul-25 | Sep-25 | | Clr Cutler | Sam Hanks | | | |
| HMR006 | Introduce aptitude testing to recruitment process. | | | | | | ✓ | Improved satisfaction for our services | Proposal | September to procuring tests | Oct-25 | Dec-25 | | Clr Cutler | Jamie Cann | | | |
| HMR007 | Roll out training for frontline staff to continue to raise awareness about wellbeing and safeguarding | | | | | | ✓ | Improved satisfaction for our services | Delivery | March for domestic abuse; September for County Lines, Modern Slavery and Child Exploitation | Oct-25 | Dec-25 | | Clr Cutler | Jamie Cann | | | |
| HMR008 | Support ELB on delivery of workforce implications of local government review | | | | | | ✓ | Improved satisfaction for our services | Start up | Interim proposal March; detailed proposal Sept | March-25; Sept-25 | Dec-25 | | Clr Cutler | Jamie Cann | | | |