

PEOPLE STRATEGY 2020/22

2020/21 - What have we achieved?

Objectives	What did we achieve?
Transforming the People Team	Review of (As Is) and (To Be) structure completed. First phase of new people structure implemented to move to a Business Partner model, roles and responsibilities defined. Phase two of the People Structure will commence April 2021.
Design and implement a People Strategy.	People strategy 2020/22 designed and launched to stakeholders, key programmes of work identified, Milestone and high-level plans designed and being worked through.
Sourcing our future workforce – iRecruit	Phase 1 of digital iTrent iRecruit system launched – Career's landing page, application design and manager self-serve. Phase two and three to follow.
Creating a culture of Employee Wellbeing	Wellbeing initiatives and wellbeing hub launched. Promotion and repository of wellbeing tools tailored to COVID wellbeing designed. Mental Health First Aider training launched, target of 1 in 10 targets has been met by target date of Feb 2021.
Creating a culture of engagement	Perkbox benefits, Perkbox Medical, Perkbox Insights (Employee Engagement) and Perkbox Recognition platforms all launched, 88% of employees currently signed up and using the Perkbox platform.
Review of people management policies	Full review completed of people management policies.
EFDC/Union Partnership	Building a trusting working partnership with both Unison and GMB
Local Pay 2020	Implemented the first year of local pay for EFDC, ensuring that market rates were researched, and our structure aligned. Awarding our employees through both local pay and NJC requirements
Covid Response	Flexible and agile approach to people policy and process to align to the needs of the organisation, focus and investment of the employee support offering.

Accommodation	Effective flexibility Guidance designed. Complete review of current employee contracts and contract project scoped in-line with effective flexibility.
Internal Communications	Internal communications now aligned to the People Team to ensure more fluid engagement for the organisation.