

## Staff Survey Action Plan Update

Agreed Actions	Update
<b>Consistent Management &amp; Performance Improvement</b>	
Passport to People Management Programme	<b>Completed</b> – Successful delivery of the Passport to People Management Programme
New performance review system and dynamic PDP's on the Learning Hub.	<b>Completed</b> – New performance review process has been successfully implemented that enables regular reviews with staff using a new, agile and simple system to capture these conversations and development plans
<b>Senior Leadership visibility and engagement</b>	
Director Staff Survey Action Plan to increase SMT visibility and service engagement.	<b>Completed</b> – Roundtable discussions are part of listening days, enabling visibility and engagement with directors. Embedded application of the management framework making sure staff are getting regular communication from directors with spot checks to ensure consistency
<b>Improved staff engagement and internal communications, to better manage change</b>	
Launch of the new People Strategy – to focus on an exceptional employee experience, exemplary leadership and management, and excellent organisations	<b>Completed</b> – People Strategy launched including initiatives for social engagement/staff experience events and staff recognition programme
Social engagement/staff experience events	
Staff recognition programme	
Refresh of the staff intranets	<b>In progress</b> – this is a project as part of the Transformation Programme with the new intranet being rolled out in the next month and a refresh of internal comms channels in progress.
Refresh of internal comms channels e.g. Core Brief, Yammer & Staff Newsletter	
Internal comms and narrative – proactively identifying key messages and stories for staff intranets and core brief	
<b>Supporting New Ways of Working</b>	
Deliver workplace strategy actions to provide a modern and efficient workplace	<b>In progress</b> – this is being progressed through the accommodation review at Chorley and the Civic Centre improvement project at South Ribble to modernise our offices.
Delivery of model office staff experience to understand future ways of working, to give staff an opportunity to test out the new office space	
<b>Employee-led interventions</b>	
Wellbeing Calendar of events 2022	<b>In progress</b> – this is being progressed as part of the People Strategy with a calendar of events to be shared in the New Year with staff such as yoga, mindfulness and walking groups and other social activities.

