

Action Plan						Connections
Action Code	ACTION	What role will the service play?	Description (Target, Outcome, Critical Success Factors and Environmental Impacts)	Due Date	Lead Officer	If the action impacts on another service in terms of support/input, please specify below:
<b>Corporate Priority: People</b>						
<b>Strapline: Fair and accessible services for those that use them and opportunities for everyone to contribute</b>						
<b>Deliver strong and relevant services</b>						
<b>13-HR01</b>	To support the delivery of a three year People Strategy 2009-2012 (to cover 2013)	Service Provider / Commissioner / Manager	<p><b>Target:</b> 'Making East Herts Council a great place to work' through the delivery of the actions identified in the Council's People Strategy and through actions identified in the service plan 2011/12.</p> <p><b>Outcomes:</b> Measures identified are HR management target agreed by HR Committee, as detailed in the service plan, Staff Survey and achievement of the corporate objectives.</p> <p><b>Critical Success Factors:</b> Council to contribute to the successful delivery of the People Strategy.</p> <p><b>Environmental Impact:</b> N/A</p>	31 March 2014	Head of People, ICT and Property Services	This action impacts on the whole Council and service areas
<b>13-HR02</b>	To support the shared services programme	Partner	<p><b>Target:</b> Project Plan timescales met for 2013/14.</p> <p><b>Outcome:</b> Improved resilience and economy, efficiency and effectiveness of services.</p> <p><b>Critical Success Factors:</b> Support from other services and partner(s)</p> <p><b>Environmental Impacts:</b> None</p>	31 March 2014	Head of People, ICT and Property Services	Action will impact on all support services provided to other service areas and Partner(s)
<b>13-HR03</b>	Recruitment Services	Service Provider / Commissioner / Manager	<p><b>Target:</b> To bring permanent and temporary recruitment services in-house</p> <p><b>Outcome:</b> Improved, efficient, value for money recruitment service</p> <p><b>Critical Success Factors:</b> Outcomes of recruitment service to be monitored on a monthly basis and annual report to be produced.</p> <p><b>Environmental Impacts:</b> None</p>	April 2013 launch new service. Annual report July 2013	Head of People, ICT and Property Services	Action will impact on all services that need to recruit
<b>13-HR04</b>	Payroll and HR System	Service Provider / Commissioner / Manager	<p><b>Target:</b> Transfer to Wealden system SBC to ensure RTI compliant and improve resilience and informal sharing between EHC and SBC payroll services</p> <p><b>Outcome:</b> Improved, efficient, value for money system</p> <p><b>Critical Success Factors:</b> Project plan completed April 2014 and successful running of payroll on a monthly basis</p> <p><b>Environmental Impacts:</b> None</p>	April 2013 launch new system. April 2013 payroll to run on new system.	Head of People, ICT and Property Services	Action will impact on all employees, councillors who are paid through payroll
<b>13-HR05</b>	Equal pay Audit	Service Provider / Commissioner / Manager	<p><b>Target:</b> To complete an Equal pay audit 2013</p> <p><b>Outcome:</b> To meet guidance and ensure compliance with Equality Act 2010</p> <p><b>Critical Success Factors:</b> Completed in 2013. Last review completed November 2011.</p> <p><b>Environmental Impacts:</b> None</p>	31 March 2014	Head of People, ICT and Property Services	The review will cover all employee and recommendations may affect staff