### Aim 1: Attract, identify, develop and retain high performing talent
- Talent Strategy - draft for consultation by 01/08/2016
  - Initiate talent development planning pilot by 01/01/2017
  - Staff Career Development Hub available by 01/05/2017
  - Pilot talent planning within Faculty/Department people plans by 01/08/2018

### Aim 2: Transformational leadership and management
- New Competency Framework by 01/08/2016
- Delivery of Student Services People and Service Development programme by 01/09/2016
- Launch Leadership and Management Academy by 01/10/2016
  - LSDR and LHPT leadership development programmes launched by 06/12/2016
  - Launch coaching & mentoring schemes by 01/01/2017
- Future Leaders, Stepping into Leadership, Aspiring Leaders programmes launched by 23/03/2017
  - Supervisor Development Programme delivered by 01/05/2017
- Launch Strategic Leaders development programme by 10/05/2017
  - Launch Year 2 LMA programmes by 01/09/2017
  - 'Change management', 'Performance enhancement' & 'Leading at UON' integrated support packages available by 31/12/2017
  - Three further support packages available by 31/07/2018

### Aim 3: High performance culture
- Launch Academic Profile Tool by 01/01/2017
- Mandate on review of PDPR to UEB by 07/04/2017
  - Pilot O&F Coffee & Chat process by 01/08/2017
  - We will conclude an evaluation into the APT Project by 01/10/2017
- Launch Capability Policy & Procedure by 30/10/2017
- Communicate PDPR changes by 01/11/2017
  - Implement PDPR changes by 01/03/2018
### HR Strategy - Delivery Milestone Report & Timeline

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**Aim 4: Values based culture focused on diversity, inclusivity, wellbeing and engagement**
- Institutional Athena Swan Silver Application by 29/04/2016
- Establish Wellbeing Group by 01/08/2016
- EDI structures terms of reference by 01/09/2016
- Equality Impact Assessment guidelines by 01/05/2017
- Carry out Employee Engagement Survey by 01/06/2017
- Agree new Institutional Equality Objectives by 03/07/2017
- University action plan to respond to Engagement Survey in place by 01/12/2017
- Resubmit Athena Swan resubmission and plan by 30/11/2017

**Aim 5: Total Reward Approach**
- Implement changes from O&F Pay & Grading Review by 01/09/2015
  - Total Reward Strategy - UEB sign off by 05/06/2017
  - Gender Pay Gap Analysis reported to UEB by 03/07/2017
  - Equal Pay Audit and action plan to UEB by 03/07/2017
  - Conclude pay elements of O&F Review by 31/12/2017
  - Publish Gender Pay Gap by 30/03/2018

**Aim 6: Excellent core HR, PD and H&S services**
- Deliver Resourcelink Compliance Project by 01/03/2016
- New casuals functionality in Vacancy Manager by 01/04/2016
  - Create HR Policy Development Framework by 01/04/2017
  - New HR system - Business case to UEB by 07/04/2017
  - Global Mobility Review - findings to UEB by 08/05/2017
  - Launch Employee self-service/e-payslips by 01/08/2017
  - Implement leave management module for HR/Payroll by 01/10/2017
  - H&S Leadership & Management resources - sign off by Safety Committee by 01/12/2017
  - Review of HR Operations - complete Processes, Organisation and Technology changes by 01/06/2018

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**Project: HR Strategy Milestone**
Date: Tue 02/05/17

- Rebased
- Delayed
- Under threat
- In Progress
- Complete
- In Progress