

HR Strategy - Delivery Milestone Report & Timeline

2016				2017				2018				2019				2020				2021				2022	
Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2
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																									

Project: HR Strategy Milestone

Date: Tue 02/05/17

Rebased



Delayed



Under threat



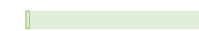
In Progress



Complete



Aim



HR Strategy - Delivery Milestone Report & Timeline

2016				2017				2018				2019				2020				2021				2022		
Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	
<div><div>Aim 4: Values based culture focused on diversity, inclusivity, wellbeing and engagement</div><div><div>◆ Institutional Athena Swan Silver Application by 29/04/2016</div><div><div>◆ Establish Wellbeing Group by 01/08/2016</div><div><div>◆ EDI structures terms of reference by 01/09/2016</div><div><div>◆ Equality Impact Assessment guidelines by 01/05/2017</div><div><div>◆ Carry out Employee Engagement Survey by 01/06/2017</div><div><div>◆ Agree new Institutional Equality Objectives by 03/07/2017</div><div><div>◆ University action plan to respond to Engagement Survey in place by 01/12/2017</div><div><div>◆ Resubmit Athena Swan resubmission and plan by 30/11/2017</div></div></div></div></div></div></div></div></div></div>																										
<div><div>Aim 5: Total Reward Approach</div><div>Implement changes from O&F Pay & Grading Review by 01/09/2015</div><div><div>◆ Total Reward Strategy - UEB sign off by 05/06/2017</div><div><div>◆ Gender Pay Gap Analysis reported to UEB by 03/07/2017</div><div><div>◆ Equal Pay Audit and action plan to UEB by 03/07/2017</div><div><div>◆ Conclude pay elements of O&F Review by 31/12/2017</div><div><div>◆ Publish Gender Pay Gap by 30/03/2018</div></div></div></div></div></div></div>																										
<div><div>Aim 6: Excellent core HR, PD and H&S services</div><div><div>◆ Deliver Resourcelink Compliance Project by 01/03/2016</div><div><div>◆ New casuals functionality in Vacancy Manager by 01/04/2016</div><div><div>◆ Create HR Policy Development Framework by 01/04/2017</div><div><div>◆ New HR system - Business case to UEB by 07/04/2017</div><div><div>◆ Global Mobility Review - findings to UEB by 08/05/2017</div><div><div>◆ Launch Employee self-service/e-payslips by 01/08/2017</div><div><div>◆ Implement leave management module for HR/Payroll by 01/10/2017</div><div><div>◆ H&S Leadership & Management resources - sign off by Safety Committee by 01/12/2017</div><div><div>◆ Review of HR Operations - complete Processes, Organisation and Technology changes by 01/06/2018</div></div></div></div></div></div></div></div></div></div></div>																										

Project: HR Strategy Milestone

Date: Tue 02/05/17

Rebased



Delayed



Under threat



In Progress



Complete



Aim

