
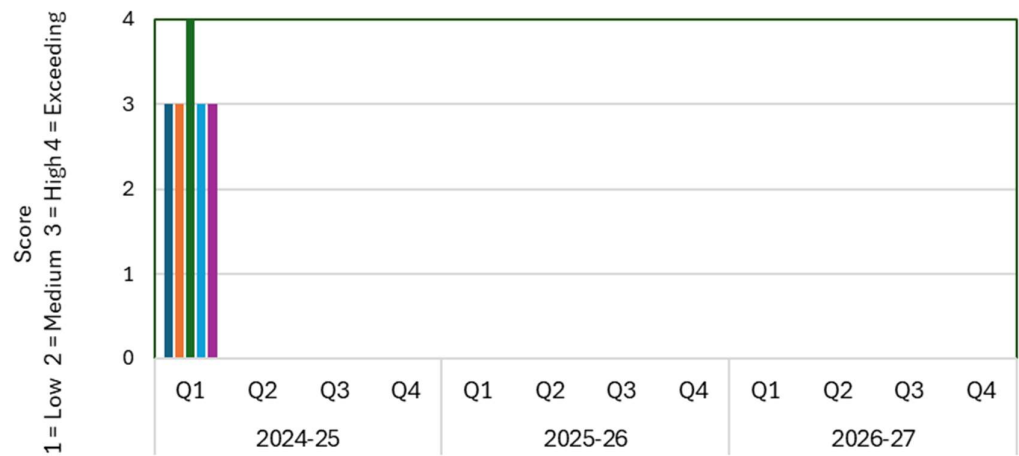


Business Plan

Strategic Priority 1 - Boosting Jobs and Economic Prosperity - Aims of the Personnel Committee

Strategic Priority 1 - Boosting Jobs and Economic Prosperity		Aims of the Personnel Committee	What does success look like?	Actions	Score (1 = Low 2 = Medium 3 = High 4 = Exceeding)	2024-25			
						Q1	Q2	Q3	Q4
	To ensure Saltash benefits from higher income, reduced poverty, improved facilities and quality of life. Promote Saltash as a vibrant and welcoming visitor destination.	To continue to be a good employer and invest in officer growth by supporting relevant professional development	Training and professional development to match the role undertaken In-house mentoring Career progression Fair salary grade	Provide access to courses and certifications suitable for the positions Establish promotion / career progression plans Continue to be a member of the NJC for Government Services Employee recognition awards for work completed above and beyond the role Regular performance reviews and feedback sessions to help employees understand their strengths and areas for improvement Continue to appoint a HR Consultant for employees to access support as required	3	3			
	Real Living Wage Employer	Be an accredited Living Wage Employer	Continue to enroll as a Living Wage Employer committing to tackle low pay by paying the real Living Wage to employees Promote when recruiting new employees Committed to tackle low pay by encouraging organisations that work for the Town Council to pay the real Living Wage	3	3				
	Local Government Pension Scheme	To be part of the LGPS	Continue to be part of the LGPS to help employees to build up a pension pot that will provide enough income to meet basic everyday needs in retirement years Promote when recruiting new employees	4	4				
	Operate in accordance with our Civility and Respect Pledge	Town Council to sign the annual Civility and Respect Pledge	Reminders to all employees and Town Council members of the pledge taken The pledge to be ethos of the work environment and incorporated into the core values of each department Incorporated into employee performance reviews	3	3				
	Provide a Protocol to advise Officers and Members of the appropriate working relations with one another	Create, adopt and adhere to the protocol	Create a Town Council Protocol for Member Officer Relations Take to committee and the Full Town Council to formally adopt Committee to review annually for Full Town Council approval Line managers to refresh employees at regular staff team meetings	3	3				

Business Plan
Strategic Priority 1 - Boosting Jobs and Economic Prosperity
Aims of the Personnel Committe




- To continue to be a good employer and invest in officer growth by supporting relevant professional development
- Real Living Wage Employer
- Local Government Pension Scheme
- Operate in accordance with our Civility and Respect Pledge
- Provide a Protocol to advise Officers and Members of the appropriate working relations with one another

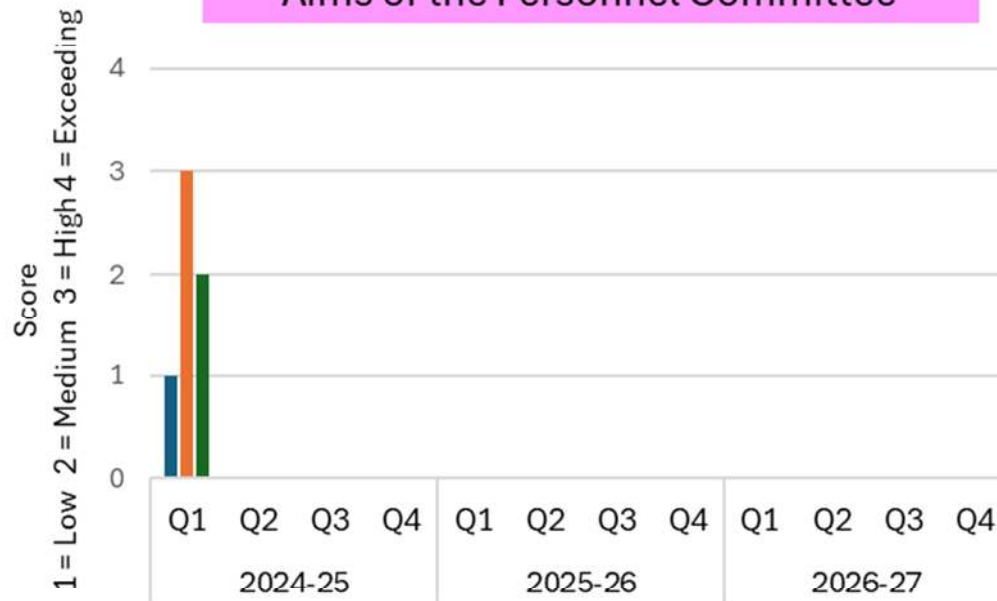
Business Plan

Strategic Priority 2 - Health and Wellbeing

Aims of the Personnel Committee

Strategic Priority 2 - Health and Wellbeing		Aims of the Personnel Committee	What does success look like?	Actions	Score (1 = Low 2 = Medium 3 = High 4 = Exceeding)	2024-25			
						Q1	Q2	Q3	Q4
	<p>To support the Saltash Healthcare Action Group in improving our local NHS provision. Support improvement to mental health, fitness facilities, educational wellbeing of children and opportunities to access a high level of quality learning for young people.</p>	Provide excellent welfare facilities	<p>Health and wellness initiatives</p> <p>Excellent work-life balance</p> <p>Provide a safe and healthy work environment</p>	<p>Improve Guildhall rest rooms and changing facilities</p> <p>Dedicated employee toilet at Saltash Library</p> <p>Continue to provide excellent welfare facilities to service delivery employees</p> <p>Implement a flexible approach to working patterns to provide employees an improved work-life balance</p> <p>Provide health care insurance that covers medical, dental and vision care</p> <p>Continue to appoint a HR Consultant for employees to access support as required</p>	1	1			
		Provide occupational health assessments as required to support staff at work	<p>Various appointments as required</p> <p>Mental health support</p> <p>Associated cost to be covered by the Town Council</p>	<p>Appoint an occupational health consultant as required</p> <p>Line managers to provide employee's one-to-one support as required</p> <p>Continue to appoint a HR Consultant for employees to access support if required</p>	3	3			
		Robust risk assessments and health surveillance checks available to appropriate officers to protect them at work	<p>Robust risk assessments</p> <p>Health surveillance checks if required</p> <p>Mental health support</p>	<p>Line managers to review annually departmental Town Council risk assessments</p> <p>Appoint an occupational health consultant as required</p> <p>Appoint annually a health surveillance company to help protect employees from health risks at work</p> <p>Line managers to be trained mental health first aider to support their team</p>	2	2			

Business Plan
Strategic Priority 2 - Health and Wellbeing
Aims of the Personnel Committee



- Provide excellent welfare facilities
- Provide occupational health assessments as required to support staff at work
- Robust risk assessments and health surveillance checks available to appropriate officers to protect them at work

Strategic Priority 3 - Housing

Aims of the Personnel Committee



To ensure Saltash has a balanced range of high quality and affordable housing by working in partnership with Cornwall Council

The Personnel Committee recognised strategic priority 3 - Housing did not fit within the remit (Terms of Reference) of the committee

Strategic Priority 4 - Travel and Transport	Aims of the Personnel Committee
 <p data-bbox="418 233 890 373">To work with key stakeholders to support access to affordable, accessible and sustainable transport in Saltash and the rural and urban areas, and promote walking and cycling.</p>	<p data-bbox="1107 289 2585 317">The Personnel Committee recognised strategic priority 4 - Travel and Transport did not fit within the remit (Terms of Reference) of the committee</p>

Strategic Priority 5 - Climate Emergency

Aims of the Personnel Committee

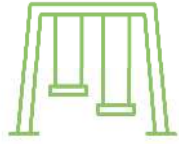


To continue to acknowledge a climate emergency and to bring forward a local climate change strategy.

The Personnel Committee recognised strategic priority 5 - Climate Change did not fit within the remit (Terms of Reference) of the committee

Strategic Priority 6 - Recreation and Leisure

Aims of the Personnel Committee



To continue to provide, improve, and support in Saltash, play parks, open green spaces, library service, cultural activity, leisure and support facilities, and to acknowledge our unique position on the Tamar and Lynher Rivers.

The Personnel Committee recognised strategic priority 6 - Recreation and Leisure did not fit within the remit (Terms of Reference) of the committee