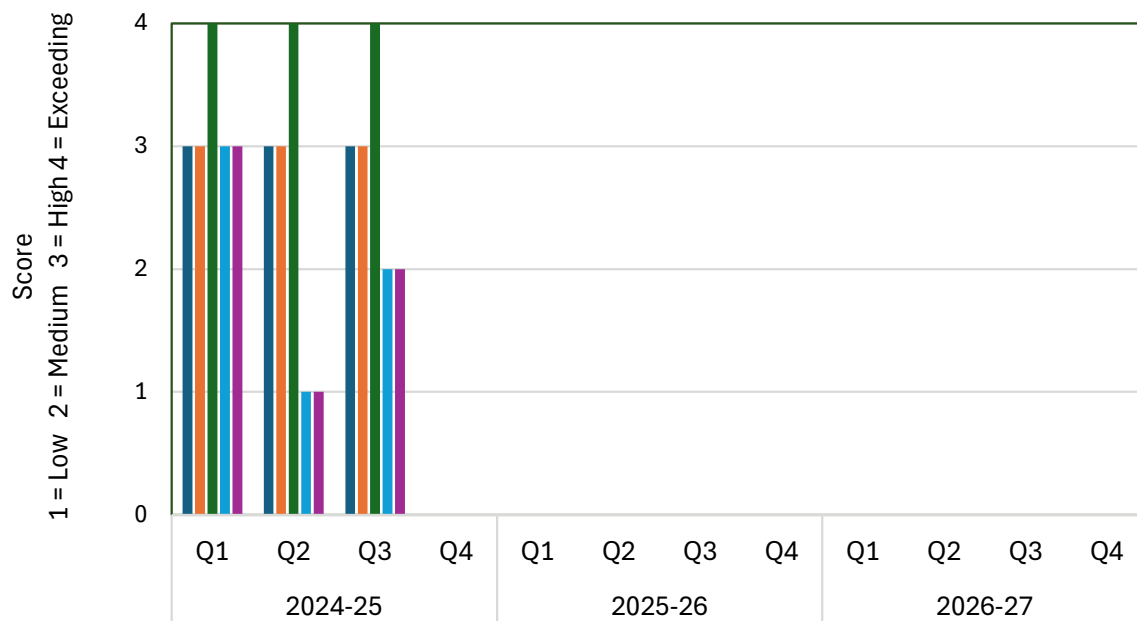




**Business Plan**  
**Strategic Priority 1 - Boosting Jobs and Economic Prosperity**  
**Aims of the Personnel Committee**




■ 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

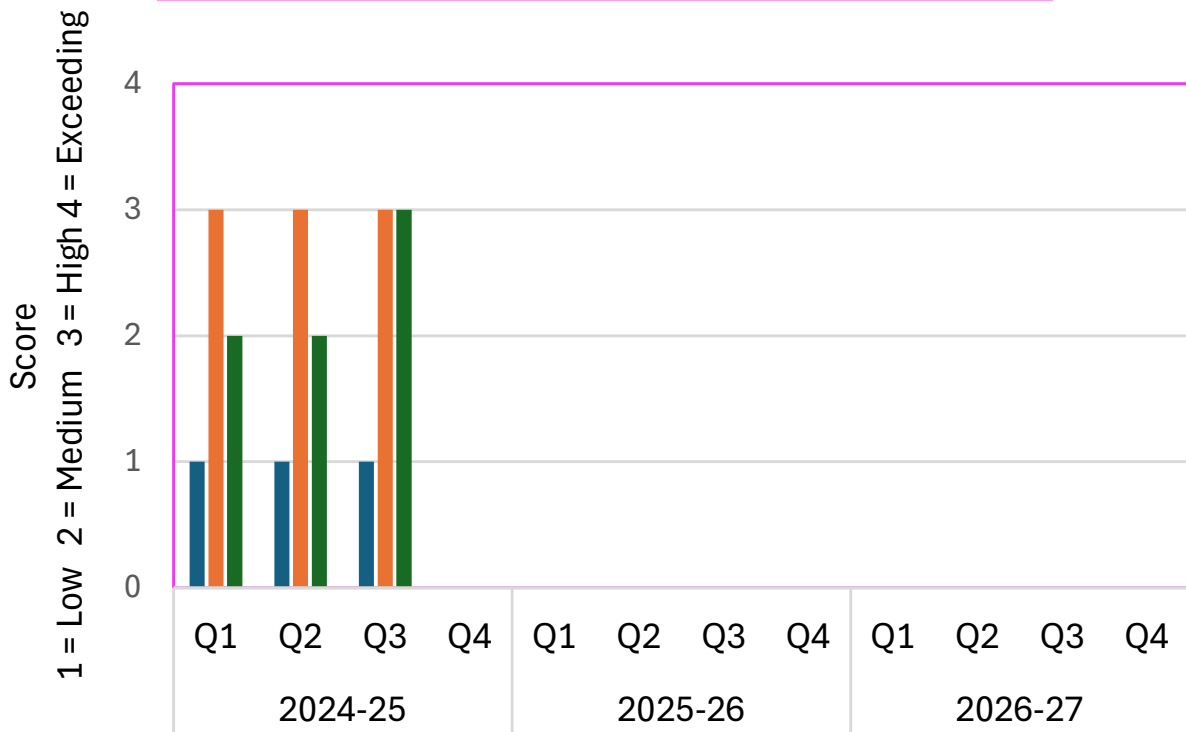
■ Provide a Protocol to advise Officers and Members of the appropriate working relations with one another

Strategic Priority 2 - Health and Wellbeing		Aims of the Personnel Committee	What does success look like?	Actions	Live Score (1 = Low 2 = Medium 3 = High 4 = Exceeding)	2024-25			
						Q1	Q2	Q3	Q4
	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.	Provide excellent welfare facilities	Health and wellness initiatives  Excellent work-life balance  Provide a safe and healthy work environment	Improve Guildhall rest rooms and changing facilities  Dedicated employee toilet at Saltash Library  Continue to provide excellent welfare facilities to service delivery employees  Implement a flexible approach to working patterns to provide employees an improved work-life balance  Provide health care insurance that covers medical, dental and vision care  Continue to appoint a HR Consultant for employees/employer to access support/advice as required	1	1	1		
		Provide occupational health assessments as required to support staff at work	Various appointments as required  Mental health support  Associated cost to be covered by the Town Council	Appoint an occupational health consultant (medical and H&S) as required  Line managers to provide employee's one-to-one support as required  Continue to appoint a HR Consultant for employees/employer to access support/advice if required	3	3	3		
		Robust risk assessments and health surveillance checks available to appropriate officers to protect them at work	Robust risk assessments  Health surveillance checks if required  Mental health support	Line managers to review annually departmental Town Council risk assessments  Appoint an occupational health consultant as required  Appoint annually a health surveillance company to help protect employees from health risks at work  Line managers to be trained mental health first aider to support their team  <b>Provision for flu and covid vaccines to all Officers</b>	3	2	2	3	

## 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
	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.	The Personnel Committee recognised strategic priority 4 - Travel and Transport did not fit within the remit (Terms of Reference) of the committee

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
	<p>To continue to provide, improve, and support in Saltash, play parks, open green speaces, library service, cultural acitivity, leisure and support facilities, and to acknowledge our unique position on the Tamar and Lynher Rivers.</p>	<p>The Personnel Committee recognised strategic priority 6 - Recreation and Leisure did not fit within the remit (Terms of Reference) of the committee</p>