
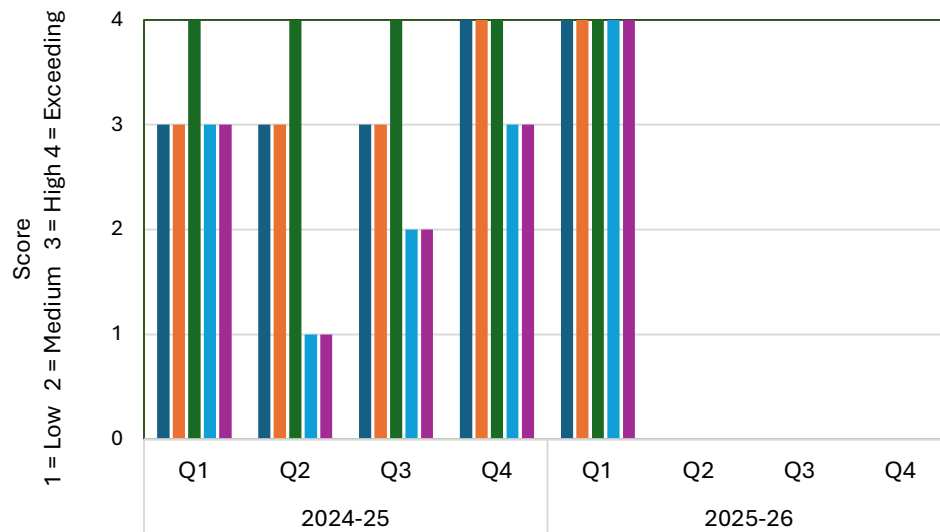


Strategic Priority 1 - Boosting Jobs and Economic Prosperity		Aims of the Personnel Committee	What does success look like?	Actions	Live Score (1 = Low 2 = Medium 3 = High 4 = Exceeding)	2025-26			
						Q1	Q2	Q3	Q4
	To ensure Saltash benefits from higher income, reduced poverty, improved facilities and 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	Three vacant posts (Community Hub Team Leader, Planning and General Administrator, Comms and Engagement Officer) providing career progression  Ongoing training offered to staff throughout the year to match the role undertaken  Salaries based on NJC recommended scales which is above average in the South West	4	4			
		Real Living Wage Employer	Be an accredited Living Wage Employer	Continue to be an accredited LW Employer	4	4			
		Local Government Pension Scheme	To be part of the LGPS	Continue to be a part of the LGPS and approval of increases	4	4			
		Operate in accordance with our Civility and Respect Pledge	Town Council to sign the annual Civility and Respect Pledge	Annual Town Meeting held on 15 May 2025 Minute NR 53/25/26 Town Council's commitment to the pledge was reaffirmed by the Chairman resigning the pledge.  Pledge is displayed in Town Council buildings and on the website.	4	4			
		Provide a Protocol to advise Officers and Members of the appropriate working relations with one another	Create, adopt and adhere to the protocol	Readopted at Annual Town Council meeting in May 2025  Town Council staff commitment to the pledge was reaffirmed at the monthly management meetings and departmental meetings	4	4			

**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

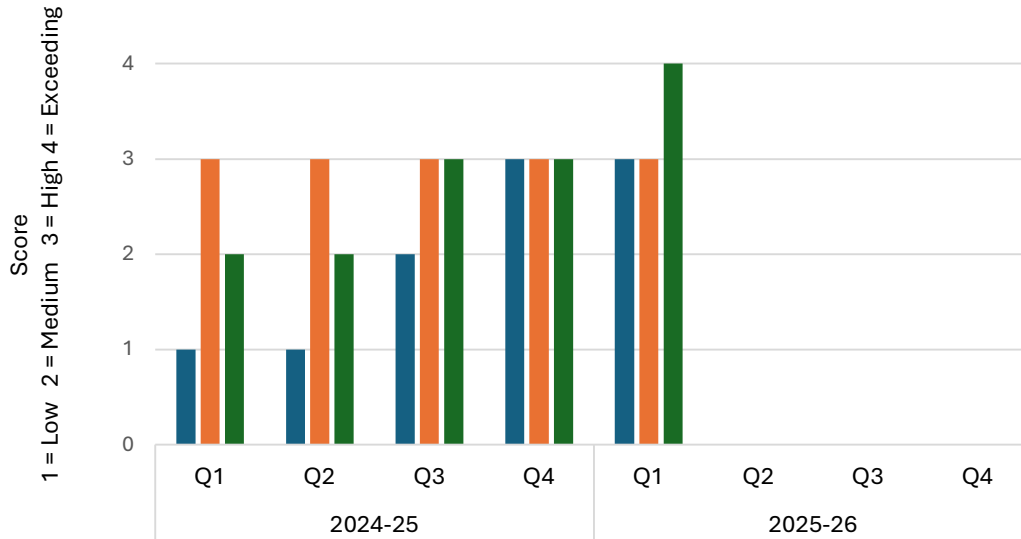
■ Local Government Pension Scheme

■ 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)	2025-26			
						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	Personnel Committee held on 29/5/25 17/25/26 Staff awarded half-day 24/12/25 18/25/26 Saltash Day awarded 2/1/26 28/25/26 Staff awarded voucher through the Employee Recognition Scheme	3	3			
		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	Occupational Health available as required  Human Resources Consultant service	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	H2H H&S Audit actioned  Annual Health Surveillance Checks provided for Service Delivery staff to ensure they remain safe at work  Robust Risk Assessments for safety  Human Resources Consultant service	4	4			

**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