

Employee Engagement Strategy 2023-28 action plan

	Priority	Action	Who
1	Our Ways of Working Policy	Review the OWOW policy to include an analysis by workstyle of key workplace functions.	HR
2	Improve employee communication and engagement	Continually review and build upon current channels to ensure they are fit-for-purpose and effective. Use a variety of tools for collaboration both digital and face-to-face ensuring the workforce is timely kept informed of plans and progress and have ample opportunities to have their voice heard.	CMT, DMT IC, HR
	Pay and career progression	Complete the Medpay review including the career progression scheme.	HR
	Employee benefits	Implement new employee benefits to build on our offer and promote current benefits to increase awareness and usage. New benefits will focus on supporting employee financial, mental and physical wellbeing, and climate response.	HR, IC
	Recognition	Consider employee preferences for recognition at both corporate and directorate level with a view to implementing recognition schemes that are welcomed and valued by employees.	CMT, DMT, HR, IC
3d	Career development	Develop the Complete Medway Manager course and deliver at least eight cohorts by September 2024. We will have evaluated and reviewed the training suite by April 2025.	HR
4	Improve mental health and wellbeing	Set up a working group to review current processes and support mechanisms for staff suffering from mental ill-health and review support and resources for managers.	HR, IC, PH
5	Address bullying & harassment concerns	Undertake a review of process to ensure provisions and processes are in place to increase confidence in the reporting process, and ensure all employees understand their personal responsibility under the Equality Act 2010, and consider the effect of their actions on others.	HR
6	Improve understanding of Core Values	Develop an effective communication and stakeholder engagement plan to embed the new values and shape our culture going forward.	HR, IC
7	Employee Value Proposition (EVP)	Continue to develop elements of our EVP and regularly engage with the workforce to measure accuracy. Update the People Promise with new core values once agreed.	HR
8	Measurement and review	Measure and review the effectiveness of this action plan using related questions within future Employee Engagement Surveys and other ad hoc engagement activity.	HR