



Our aims and objectives are...

To provide an HR service that supports the employment and retention of staff, delivering excellence in management practice in order to deliver the organisation's key priorities vision and values.

To ensure the provision of our HR service continues to adapt to deliver the changing needs of the organisation making best use of technology, maximizing efficiencies and delivering best professional practice.

To support the organisation in successful change for all parties minimising the risk to the organisation in its compliance with employment and related legislation.

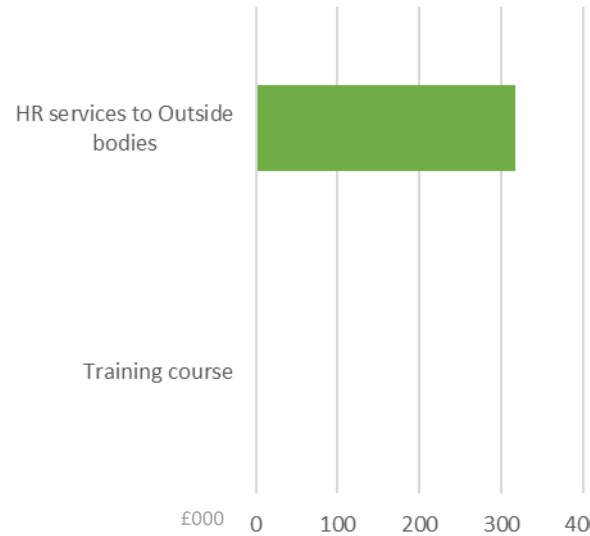
Our five major workstreams this year will be...

1. Deliver the HR Roadmap – including the HR service desk and achieving efficiencies through collaboration with other services
2. Pay and Reward review – including contribution pay, pay award, additional payments (stand by and call out) working with payroll to improve GPG reporting
3. Attracting and Retaining Talent – including Maximising the Apprenticeship levy, branding, WE, delivering the E&I Action plan activities
4. Delivering the L&D strategy including the Project Management Academy
5. Maintaining a safe and healthy work environment

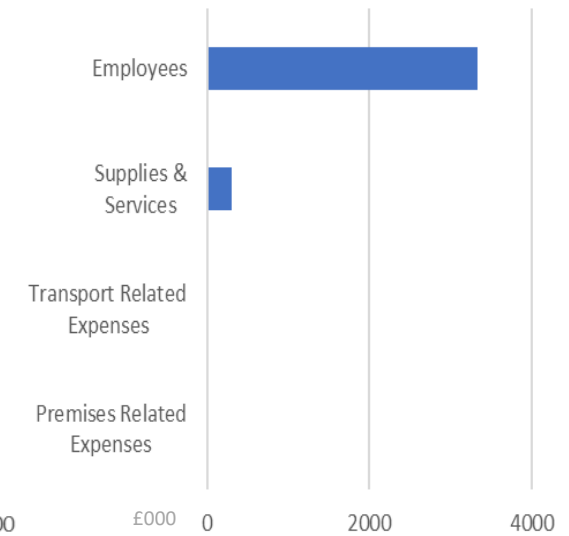
Spend by Corporate Plan Outcome



Where our money comes from



Where our money is spent

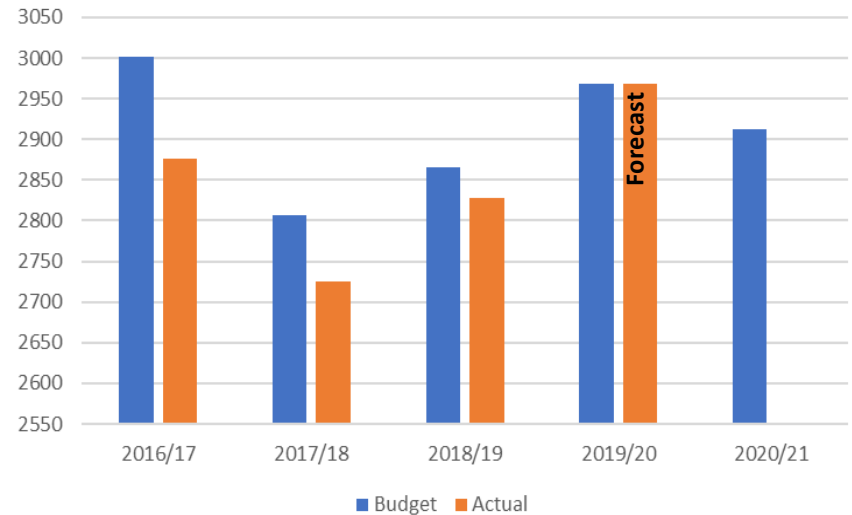


Our Impact

Reduced sick absence even a small amount can save £345,794

Increased use of internal resources for development saved £190,000 in 2019

Budget vs Actual





What's changed since last year...

- Change in the organisation has increased
- Job evaluation has successfully reduced the time taken
- Development has increased expediential
- Improved data reporting on Workforce Profile and Pay Gaps
- Improved Mental Health awareness and skills for managers and staff
- New appraisal system and contribution pay curve was removed allowing managers greater control over awards
- CityPeople “electric” implemented
- New organisation branding and recruitment microsite now available
- Delivered enhanced security measures through the People Security Board

Plans under consideration...

Change Action	Time Scales
Getting customer feedback and looking at trialling SLAs	2020/21
Collaborations with colleagues to procure a new HRMI system	2020/21
Income generation—external training and HR advice	2020/21
Improve use of technology, e.g. Service Desk model	2020/21

Key Customer Feedback

Attendance at learning events increased from average of 6.1 to 16.6 with excellent feedback

Equalities & Inclusion

Champion Equalities & Inclusion in all our policies and practices

Continue to contribute and support the E & I Board

100% Training for E&I mandatory training

All HR Business Partners regularly update their respective departments on their workforce profile via the HR Dashboard

Support and facilitate colleagues across the six diversity networks

Our delivery partners and key stakeholders

All City of London Corporation Departments

London Council's

Stonewall

Business in the Community

Various Health & Safety bodies, e.g. Irata, Mental Health First Aid England and MAYBO

Corporate Performance Framework

KPIs

H&S near misses
of employees completing mental health training
FTE lost due to mental health related sickness absence
FTE lost due to physical health related sickness absence
% of staff reporting good work life balance
Gender pay gap
Disability pay gap
Ethnicity pay gap
% of workforce from excluded or protected groups who progress within 5 years
attending showcasing events/recruitment drives
completing training interventions
% apprentices securing employment

Key Risks

