

Priority	Outcomes	Action	Lead	Timescale	RAG Status	Progress Update – October 2024
Support Organisational Change	Senior officers able to lead and support change within their services	Develop hybrid working policy	HR	December 2023	Green	This action is complete as the policy was approved by the Comhairle in September 2024
		Departmental workforce planning to be completed	Services	December 2023	Green	Work is now underway on 2024/25 service level plans
	New working practices embedded within the Comhairle	Leadership training and mentoring to be developed	HR	December 2024	Orange	Draft programme being developed with aim of SVQ qualifications to support development.
		Stress audits undertaken with services and action plans developed	HR/H&S	March 2026	Green	Work is being taken forward through the employee survey. This work will inform H&S priority areas and action plans
Develop HR systems	Improved processes access to data and analysis by both HR and services	Develop HR Case Management System	HR	March 2026	Green	The cyber-attack has focused work on the move to the cloud and the development of the system.
		Develop analysis by Job Families	HR	March 2025	Orange	With the cyber-attack, this work reduced in priority status, however work on developing job families in line with SPDS reporting requirements has recommenced.

Priority	Outcomes	Action	Lead	Timescale	RAG Status	Progress Update – October 2024
	Improved level of applicants for posts	Develop communication plan for recruitment	HR	December 2024		Recruitment survey complete. This will inform work on plan. This will be informed by work on the new website and the approved communications plan.
Examine the Offer of Employment	Succession plans in place leading to reductions in skills gaps	Undertake skills development within and across services	Services	June 2025		This work is being led by service workforce plans and service level training plans which are completed annually
	Increased number of applications for posts	Continued investment in apprenticeships and career development	HR	ongoing		While services are primarily responsible for apprenticeships and career development, Corporate Workforce Panel can support corporate priorities.
	Reduced number of posts requiring re-advertisement	Explore widening the scope of career change	HR	March 2026		This work will be informed by completed service workforce plans.
		Explore options to widen Recruitment communication through social and local media	HR	December 2024		Bilingual job adverts in place to support recruitment. Job Adverts promoted on social media weekly.

Priority	Outcomes	Action	Lead	Timescale	RAG Status	Progress Update – October 2024
		Develop programme of recruitment fairs with DYW colleagues	HR and Services	March 2024		A number of recruitment fairs were held across all schools and in the Town Hall. This work is ongoing.
Prioritise Employee Communication	Prioritised development using employee feedback through established channels Improved employee experience when using HR webpages	Review and undertake Employee Survey	HR	December 2023		Employee survey circulated following consultation with the JCC and approval by the Comhairle.
		Develop HR webpages to improve communication with employees	HR	December 2024		HR intranet pages complete
Options to leave	Option to leave policies reflect the current position of the Comhairle	Review current policies to ensure they remain relevant	HR	March 2026		Programme of policy reviews underway.