

Initial Scope: Opening Workforce Planning Strategy

Strategy's Aim: to ensure HSE's workforce has the capacity, capability, motivation and flexibility to deliver the organisation's business goals				
<u>Building blocks for inclusion in opening Strategy</u> →	<u>Size &, Shape of Workforce</u>	<u>Workforce Competence & Development</u>	<u>Valuing & Incentivising the Workforce</u>	<u>Proposed Measures</u>
<p>Statements, driven by HSE's business goals, will be produced for each element based on key checkpoints up to 2010.</p> <p>These are the elements which the opening Strategy might comprise. They can be added to as appropriate to reflect emerging business/ 'HR' issues.</p>	<ul style="list-style-type: none"> i) Numbers Employed ii) Organisational structure & deployment. iii) Band mix iv) Discipline mix v) Diversity vi) Locations 	<ul style="list-style-type: none"> i) Entry requirements: qualifications, competence & expertise. ii) Update of T & D Strategy & implementation of Career Development Project. To include: <ul style="list-style-type: none"> • 'growing' expertise (CPD) in-house; • re-skilling for different work; • leadership & management; • sharing knowledge around HSE & working across professional & organisational boundaries; • managing interfaces with Stakeholders; • project/programme & change management; • e-government & other business driven technological change. 	<ul style="list-style-type: none"> i) Contractual terms & conditions & rewards. ii) Exemplary H & S management performance. iii) Effective Performance Management (PMS) & Managing Attendance systems. 	<p>Subject to finalisation of the Strategy could be based on:</p> <ul style="list-style-type: none"> • ratio of HSE spend on overhead; • ratio of line managers to staff; • existing H & S targets; • existing diversity targets; • targets for turnover: to be developed; • existing Cabinet Office targets for reducing sickness; absence rates; and targets around absent staff's rehabilitation back to work: to be developed; • indicative distribution of box markings in current & new PMS; • leadership targets: to be developed; • targeting allocation of regulatory resources based on risk & impact: to be developed;(Link with OPD's Resources Allocation Project);