

Workforce Strategy's Fit With HSE's Planning Systems

1. Appendix 1 illustrates how development of the Workforce Strategy fits with the development of the Business Strategy and HSE's planning systems. (Using the same time-line in Brian Etheridge's paper 03/76 to the Commission).
2. Where Workforce Strategy development actions are expected to run past March 2004 they will be carried forward from the Project's Implementation Plan (Annex C) into HSE's Workforce Plan. The Workforce Plan will be produced annually and will reflect the on-going, operational HR-related actions necessary to sustain and update the 'Strategy'; and to support delivery of HSE's Operating Plan.
3. The synergy between the Workforce 'Plan and development of the 'Strategy' will mean that the first formal versions of both documents will be submitted together for the Board's approval in March.
4. The 'Strategy' will be reviewed, in consultation with d/ds and other key stakeholders and updated to ensure it remains relevant: say, a 3-year rolling horizon to fit with HSE's business planning process.