

BUSINESS PLAN Major Hazards; Health & Safety Hazards; Sectors; Local Authorities; Better Health at Work Relationships	HR ENABLERS					
BUSINESS DRIVERS	Resourcing & Workforce Planning	Building Capability	Managing Performance	Pay and Reward	HRST	Business Outcomes
Working in Partnership	3	5	4	1	2	The whole health and safety system is involved.HSE and LAs have new closer partnership as regulator.Meet challenges of occupational health by combining prevention and rehabilitation and making most of links with DWP.
Helping People Benefit from Health & Safety	2	5	4	1	3	Right language is used when speaking to business, not experts to experts. Greater worker involvement and understanding. More accessible advice and support.
Putting Effort Where We Have Most Impact	5	3	4	1	2	Clear on priorities and focus on these. Most effective mix of strategies is identified and used. Enforcement is still used by HSE and LA and inspector advice continues to be the norm.
Communicating the Vision	3	5	4	1	2	A step change in communicating effectively is made. Defend against those that attempt to eliminate risk rather than sensibly manage it.
Better Regulation	3	5	4	1	2	Legislation and regulation is fit for purpose and addresses need, is minimal and understandable. Inspectors know the benchmark and duty holders understand expectations.
Efficiencies	1	2	4	3	5	£50 Mill improvements are made over three years. Energy is diverted to the front line by streamlining back office operations such as PD.
HR Workstream Outcomes	Agreed 3-yr rolling plan directing HSE's recruitment and succession mgt;	L & D invested targeted at priority skills; Total L & D investment evaluated, managed and delivering improved VFM.	Accurate picture of org. capability; robust and credible performance mgt system SCS and Board driven.	Performance rewarded appropriately. Improving moral and motivation of staff.	Reduced overhead;increased productivity; more user friendly and accessible HR processes and procedures; customer focussed HR service centre	
	Improved staffing flexibility.	Career Path Framework established to facilitate staff development;	Leadership team and staff behaviours more consistently supporting strategic objectives.			
	HSE workforce mgt enhanced;	Workforce has skills & behaviours to execute HSE's strategic mission.	Managers differentiate between staff and roles; good performance and poor performance.			
	Increased probability that right workforce in place to deliver HSE's strategic objectives.		HSE culture changing to support HSE strategic execution.			