

WRES Action Plan – 2017/18

SECTION AND WRES INDICATOR	ACTION	TARGET DATE	OUTCOMES	LEAD
Section 3 (Self Reporting)	Introduction of ESR Employee Self Service will support increase of self-reporting and checking off employee personal data. Use this as an opportunity to ask staff to recheck their personal data.	Quarter 4 2017/2018		Head of Information Systems / E&D Lead
WRES Indicator 1: Relative likelihood of staff being appointed from shortlisting across all posts.	All senior recruiting staff to have completed Safer recruitment module Ensure with turnover that all new recruiting managers are recruitment and selection trained	Quarter 4 2017/2018		HRBP's for each divisional HR team
WRES Indicator 3: Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.	Support for new managers in dealing with formal casework. Managers to be trained in mediation and conflict resolution. Managers trained on investigation training.	Quarter 4 2017/2018	60 plus managers trained on investigation training	HRD and L&D

<p>WRES INDICATOR 5: KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.</p>	<p>Managers to be trained in mediation and conflict resolution.</p>	<p>Quarter 4 2017/2018</p>		<p>HR and PALS</p>
<p>WRES INDICATOR 6: KF 26: Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.</p>	<p>Continuation and expansion of Listening groups for staff as well as action plans to tackle bullying.</p> <p>Simplified grievance and Bullying and Harassment procedures introduced to streamline and encourage staff to report.</p> <p>Managers trained on investigation training.</p>	<p>Quarter 3 2017/2018</p>	<p>Grievance and B&H procedure allows for complaint to be heard within 30days.</p> <p>60 plus managers trained on investigation training</p>	<p>HRD, L&D and Case Management Team</p>