

WRES Action Plan – 2018/2019

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 2018/2019		HR Services, Systems and Intelligence Manager
WRES Indicator 1: Relative likelihood of staff being appointed from shortlisting across all posts.	Ensure with turnover that all new recruiting managers are recruitment and selection trained Introduction of new recruitment tool to aid transparent recruitment process. Introduction of values led recruitment and recruitment for development in role.	Quarter 4 2018/2019		HR Services Recruitment Team
WRES Indicator 2: Relative likelihood of staff being appointed from shortlisting across all posts.	Core advert header on NHS Jobs amended to ensure diversity is at the forefront of the message we send to potential candidates.	Quarter 1 2018/2019		HR Services Recruitment Team

<p>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.</p>	<p>Support for new managers in dealing with formal casework.</p> <p>Managers to be trained in mediation and conflict resolution.</p> <p>Managers to continue to be trained on investigation training.</p> <p>New disciplinary policy to be introduced with emphasis on independence of investigating and hearing managers.</p>	<p>Quarter 4 2018/2019</p>		<p>HR BP's, Case Management Team and L&D</p>
<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>Campaign to raise awareness or respect for staff from patients.</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>Values led leadership Programme for managers.</p> <p>Mediation service launched and 20 plus mediators trained.</p> <p>Education solution for training those accused of bullying.</p>	<p>Quarter 4 2018/2019</p>	<p>17 plus HR colleagues trained in mediation by ACAS (April 18)</p> <p>Further training for select managers across the Trust to be arranged.</p>	<p>Mediation service and L&D</p>

Transgender Policy and Guidance	Investigation and develop policy/guidance for transgender patients and staff	Quarter 4 2018/2019		E&D Lead
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