



A workforce living the Our Manchester way



MANCHESTER
CITY COUNCIL

Our Manchester Principles

Better Lives

Continual improvement of the MCC workplace for our staff; connecting employees to the life of the City, and supporting them to deliver the best outcomes for our citizens.

- . 100+ apprentice starts
- . A focus on increasing interns, graduates & placements
- . Workforce wellbeing strategy
- . Social value priorities - flexible working; work experience
- . Absolute flexibility at work - OWOW & Timewise accredited
- . Staff recognition & reward

Listen, Learn & Respond

Staff engagement; "you said - we did" HROD service improvement; best practice improvement of our policy framework

- . Employee engagement - Bheard response & ongoing dialogue
- . HR policy review & cost savings (tested against behaviours)
- . Business Rules review
- . National pay structure reform

Starting from Strengths

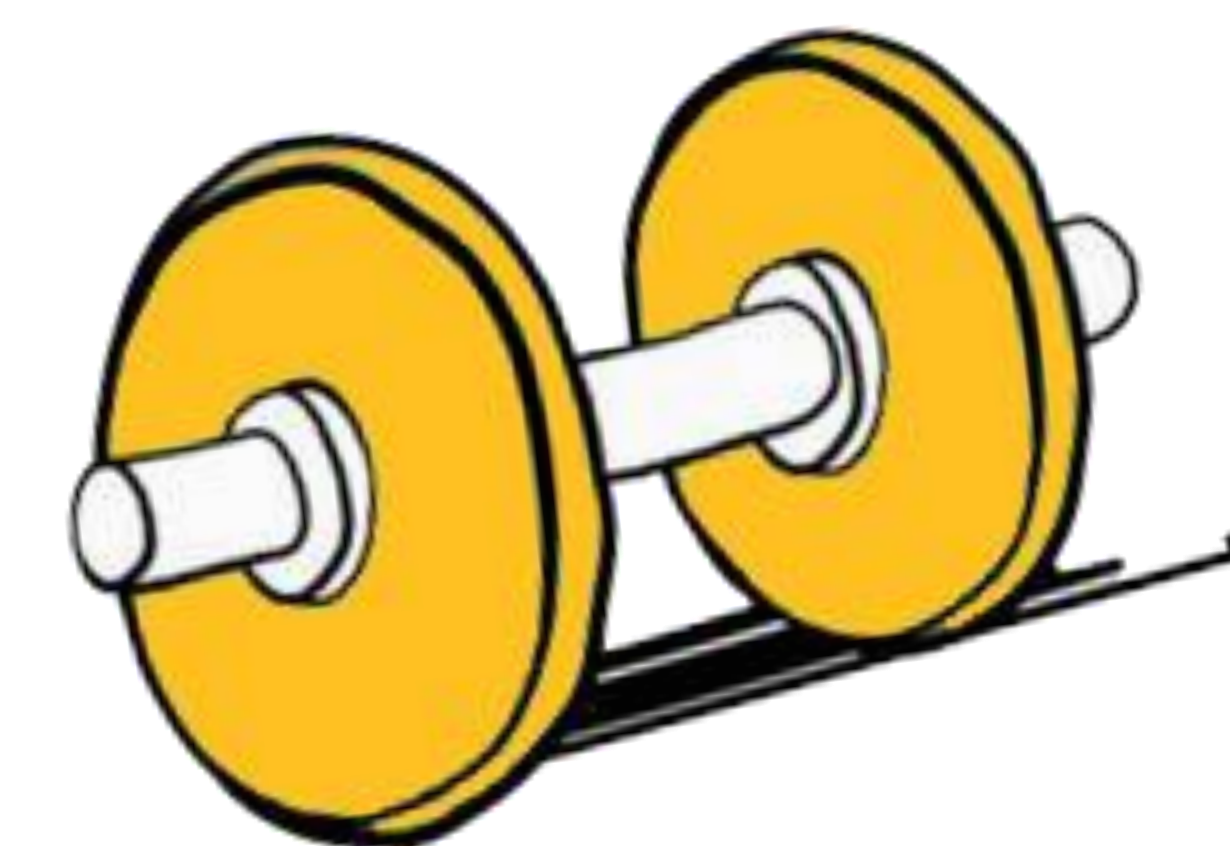
Strengths-based approach to skills, workforce development and the way we manage our people

- . Annual training delivery, spend & evaluation cycle
- . Training refresh: mandatory; CPD; e-learning & competency
- . Talent Management including career pathways
- . Induction Refresh
- . Coaching & mentoring
- . Team development

Relationships & Conversations

Workforce equalities; partnership working; management and Trade Union relationships underpinned by strong collective leadership

- . Workforce equalities review
- . Disability Confident Accredited
- . Delivery through integrated teams (health & social care)
- . Leadership development & networks
- . Management standards & compliance



Improving Workforce Capacity

- *m people* review
- Workforce Planning: Agency & employed
- Specialist recruitment offer
- Data dashboard
- Strengthening core people management systems & processes
- Attendance Improvement
- Senior performance management

