**London Councils – OD Network**

**Work Programme 2014 -2015**

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| **Work Topic** | **Activity** | **When** | **Who** | **Comments** |
| **Workforce Skills associated with the Care Act** | * Identify how we might collaborate to develop the skills necessary to enable successful implementation of the Care Act 2014 | End October 2014 |  | So that Heads of HR can meet their CELC deadline of December 2014 |
|  | * Understand and draw together any actions being taken forward by the Social care OD Group and the London ADASS Workforce Group | End of October 2014 |  | So that Heads of HR can meet their CELC deadline of December 2014 |

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| **Work Topic** | **Activity** | **When** | **Who** | **Comments** |
| **Employment Pathways** | * Develop a common career pathway framework for London Qualified Social Workers |  |  |  |
|  | * Develop a similar social work assistants pathway (akin to TLAs in Education) |  |  | To enable the release of Qualified Social Worker time to focus on more complicated and complex case work |
|  | * Link into the work of the TMP and other regions (such as East of England) |  |  | So that we can learn from the approaches they are taking |
|  | * Development of employment pathways across boroughs including ‘targeted’ routes for young people, people with learning disabilities and looked after children |  |  |  |

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| **Work Topic** | **Activity** | **When** | **Who** | **Comments** |
|  | * Development of a toolkit to support career pathways |  |  |  |
|  | * Vocational learning framework for all entry level posts |  |  |  |
|  | * Creation of an advanced apprenticeship/ graduate trainee scheme |  |  | Referencing the Hammersmith & Fulham scheme |
|  | * Promote and support the employment of apprenticeships with partners and contractors, encouraging resident appointments |  |  |  |

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| **Work Topic** | **Activity** | **When** | **Who** | **Comments** |
| **Employee Engagement** | * Agree key benchmarking questions for Staff Surveys across London |  |  |  |
|  | * Encouraging ownership for results from the top to the bottom of organisations |  |  |  |

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| **Work Topic** | **Activity** | **When** | **Who** | **Comments** |
| **Leadership & Management** | * Reflecting the changes taking place in local government, define the key elements of leadership and management performance (behavioural competency) framework |  |  |  |
|  | * Consider the merits of a cross borough senior leaders development & mentoring programme |  |  |  |
|  | * Establish a best practice management development framework, focussing on the new skills managers will require |  |  |  |

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| **Work Topic** | **Activity** | **When** | **Who** | **Comments** |
|  | * Explore how we can best encourage talent management and succession planning pipelines during this time of change |  |  |  |