

YOUR OPINION COUNTS

Actions in response to the 2021 Staff Survey

JOB & ROLE

- Staff recognition awards, staff appreciation days, retirement and long serving staff recognized
- Roll out of the Values in Action programme and other staff engagement processes

RELATIONSHIP WITH LINE MANAGERS

- Regular team meetings being promoted and scheduled to discuss team and individual objectives
- Continued focus on the Performance Achievement process

RELATIONSHIP WITH SENIOR MANAGERS

- Face-to-face town hall style/roadshow meetings continue with Senior Managers providing strategic organisational updates
- Information sessions about the new Regional Health Areas
- Exit interviews
- Quarterly Staff Newsletters

HEALTH AND WELLBEING

- Scheduled health and wellbeing events such as exercise classes, yoga and meditation
- Remote, flexible, and blended approaches to work
- Employee Assistance Programme and Occupational Health information actively shared through internal communications, staff apps and WhatsApp

TRAINING AND DEVELOPMENT

- New guide on Developing Organisational Culture
- Provision of new training resources
- New programmes on HSeLanD
- Mentoring and shadowing opportunities
- Sponsoring formal academic programmes, interview skills training and job rotation opportunities

DIGNITY AT WORK

- New policy launched
- New mandatory training programme on HSeLanD
- New Support Contact Persons and Nominated Persons training provided
- New empathy initiatives
- HR clinics continue to be rolled out across many services

DISCRIMINATION IN THE WORKPLACE

- New Diversity, Equality and Inclusion strategy launched
- Unconscious Bias and People Management- the Legal Framework training available across services, new suite of diversity e-learning courses available
- Diversity, Equality and Inclusion enhanced with new staff networks, communications and awareness-raising across the HSE
- HR policies enhanced by new equality-proofing process