



People and Culture Strategy FY23-25



Brooke Mills – People and Culture Manager

Claudia Devlin - CEO

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PEOPLE AND CULTURE PLAN

ATTRACT

RETAIN



ENGAGE



PERFORM

1. 'ATTRACT' PILLAR



- 1. Promote You Connect as an employer of choice
- 2. Engage with other like agencies to promote opportunities
- 3. Plan for succession



2. 'RETAIN' PILLAR

1. Incorporate values into strategic, regulatory and operational work plans
2. Ensure WH&S procedures are regularly reviewed, and staff have input into the review
3. Ensure Mental Health and Wellbeing Policy meets the needs of You Connect
4. Recognise staff achievements and highlight alignment with You Connect values
5. Encourage a culture of innovation and creativity in program development
6. Communicate benefits of working at You Connect in induction manuals and internal communications
7. Offer staff strategies to ensure wellbeing is prioritized
8. Management and leadership is supportive, effective and visible

3. 'ENGAGE' PILLAR



- 1. Engage staff in creating positive, safe and healthy workplaces
- 2. Ensure the organisation is informed with regular communication through a variety of channels of updates, key events and industry trends and legislative changes
- 3. Ensure that opportunities to connect within and between teams are provided

4. 'PERFORM' PILLAR



1. Undertake workforce planning to identify future and current organizational requirements and opportunities for professional development
2. Bi-annual staff surveys to identify areas to improve on
3. Annual staff appraisals to identify skills/knowledge gaps and to develop a plan to support staff achieve their professional development goals
4. Action a training plan to ensure skills are being developed so that services provided are at the standard of best practice

