

Appendix 2:

Dumfries
and Galloway



People Strategy Delivery Plan 2026–2031

One Council delivering for Dumfries and Galloway



Strategy Objective	Description	Action and Tasks	Timescale	Responsible Team	Link
Enabling Positive Employee Experience	Improve employee Induction/ Onboarding	Review and update mandatory e-Learning undertaken as part of corporate induction	October 2026	Organisational Development	Public Service Improvement Framework
		Develop onboarding guidance to enable managers to develop comprehensive service and role specific induction programmes	October 2026	Organisational Development	Public Service Improvement Framework
		Expand the employee benefits scheme to provide employees further financial support	December 2026	Human Resources	Public Service Improvement Framework
		Develop an enhanced recruitment approach that includes grow your own to address employment gaps	December 2026	Human Resources and Organisational Development	Public Service Improvement Framework
		Enable, through managers, all employees access to council systems including digital upskilling	March 2027	Organisational Development and ICT & Digital	Digital Strategy

Strategy Objective	Description	Action and Tasks	Timescale	Responsible Team	Link
Developing our People	Provide a range of opportunities for Employee Development	Launch our 'INSPIRE through Learning and Development framework' which sets our aspirations to become a learning organisation and actions to enable this.	October 2026	Organisational Development	Enabling and Customer Services Budget Template
		Enable services to transfer all manual learning and development records delivered through organisational development onto Learning Experience System - MyLearning	December 2026	Organisational Development	Public Service Improvement Framework
		Enable services to capture and record all council learning and development sourced and not delivered by organisational development onto Learning Experience System - MyLearning	December 2026	Organisational Development	Public Service Improvement Framework
		Deliver a comprehensive programme of Health and Safety training through the Health and Safety Training Roadmap	March 2027	Human Resources	Public Service Improvement Framework
		Through our inspire leadership development hub enable a consistent, structured approach to accessing learning and development promoting equality of opportunity	March 2027	Organisational Development	Public Service Improvement Framework
		Capture overall learning and development spend and commitments from our council, recognise investment and celebrate achievements	March 2027	Organisational Development	Digital Strategy Customer Strategy
		Embed an employee led approach to learning and development including oversight of records and CPD	March 2027	Organisational Development	Public Service Improvement Framework

Strategy Objective	Description	Action and Tasks	Timescale	Responsible Team	Link
Developing our People	Coaching and Mentoring	Launch our coaching and mentoring framework	October 2026	Organisational Development	Public Service Improvement Framework
		Through our inspire leadership development hub, we will provide a structured coaching and mentoring programme for employees at all levels	December 2026	Organisational Development	Public Service Improvement Framework
		Develop clearer metrics of coaching and mentoring in our council	March 2027	Organisational Development	Public Service Improvement Framework
Developing our People	Workforce Planning	Deliver workshops to each Directorate to sharpen focus on grow your own scheme and discuss available opportunities and training funding	December 2026	Organisational Development	Public Service Improvement Framework
		Enable services to maximise opportunities to develop "grow your own" opportunities for existing and prospective employees by providing pathways and details of available funding through our leadership development hub	December 2026	Organisational Development	Public Service Improvement Framework

Strategy Objective	Description	Action and Tasks	Timescale	Responsible Team	Link
Developing our People	Leadership Development	Through our inspire leadership development hub make available links to free training resources for all employees to encourage an employee led approach to learning	December 2026	Organisational Development	Public Service Improvement Framework
		Launch our interactive inspire leadership development framework to enable employees to plan and source learning and development opportunities	October 2026	Organisational Development	Public Service Improvement Framework
		Make available opportunities for formal accredited leadership qualifications at all levels eg SOLACE, Young Scotland programme, Post Qualification Awards for Social Work Services and Chartered Institute of Management (CMI)	October 2026/ Annually	Organisational Development	Public Service Improvement Framework
Developing our People	OD Programme for CMT	Review learning and development offer, liaising with services to ensure it meets the needs of our employees	October 2026	Organisational Development	Public Service Improvement Framework
Engaging our People	Employee Engagement	Provide a variety of ways for employees to provide their opinion and suggestions to improve our Council	December 2026	Organisational Development	Public Service Improvement Framework
Engaging our People	Internal Communication	Enable all employees to access council systems to enable more effective communication	March 2027	Organisational Development and ICT& Digital	Digital Strategy Public Service Improvement Framework

Strategy Objective	Description	Action and Tasks	Timescale	Responsible Team	Link
Engaging our People	Human Resource Policy Development	Implement the Human Resources Policy Development Framework	March 2027	Human Resources	Public Service Improvement Framework
Supporting our People	Wellbeing	Provide increased development opportunity to wellbeing learning and activities Increase the wellbeing champion support group and wellbeing day initiatives	December 2026	Organisational Development	Public Service Improvement Framework
Supporting our People	Occupational Health	Enhance access to occupational health and support services focusing on early intervention and prevention	March 2027	Human Resources	Public Service Improvement Framework
Recognising good performance	Employee Recognition	Review and launch a recognition framework to capture best practice from services to be shared e.g. employee of the month, team of the month	December 2026	Organisational Development	Public Service Improvement Framework
Recognising good performance	Health and Safety	Delivery of the Health and Safety management audit programme to share and celebrate success and enable areas for improvement	March 2027	Human Resources	Public Service Improvement Framework
One Council	Leadership Visibility	To develop and provide guidance on what is good leadership visibility at the future Leadership Event in June 2026.	October 2026	Organisational Development	Public Service Improvement Framework

