

Equality Impact Needs Assessment Plan

EINA Review Programme



Directorate: Human Resources

Grouping Year:	Service Group:	Service:	Service, Function or Policy:	Priority:	Deadline Date:	Status:	Screened Date:
2008/09	Personnel and Performance Directorate	Human Resources	P&P - Remuneration Policies	1		Completed	
2008/09	Personnel and Performance Directorate	Human Resources	P&P - Resourcing Policies	1		Completed	
2008/09	Personnel and Performance Directorate	Human Resources	P&P - Dependants Policies	1		In Progress	
2008/09	Personnel and Performance Directorate	Human Resources	P&P - Terms and Conditions of Employment Policies	1		Not started	
2008/09	Personnel and Performance Directorate	Human Resources	P&P - Work Life Balance Policies	1		Completed	
2008/09	Personnel and Performance Directorate	Human Resources		1		Not started	
2008/09	Personnel and Performance Directorate	Human Resources	P&P - Performance and Behaviour (Employment) Policies	1		Completed	
2008/09	Personnel and Performance Directorate	Human Resources	P&P - Corporate Honorarium Policy	1	31/03/2009	Completed	24/06/2008
2008/09	Personnel and Performance Directorate	Human Resources	P&P - Restructure of Employee Reward Team	1	31/03/2009	Completed	27/10/2008
2008/09	Personnel and Performance Directorate	Human Resources	P&P - Policy for Managing Staff Appointments in Joint Working Arrangements	1	31/03/2009	Completed	24/06/2008
2008/09	Personnel and Performance Directorate	Human Resources	P&P - Corporate Grievance Policy & Procedure	1	31/03/2009	Completed	23/08/2008
2008/09	Personnel and Performance Directorate	Workforce Development	P&P - Workforce Development Service	1		Completed	
2008/09	Personnel and Performance Directorate	Workforce Development	P&P - Workforce Strategy	1		Not started	
2008/09	Personnel and Performance Directorate	Workforce Development	P&P - Recruitment and Selection Service	1		Not started	
2008/09	Personnel and Performance Directorate	Workforce Development	P&P - Strategic Recruitment Services	1	31/03/2008	Completed	22/10/2008

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2008/09	Personnel and Performance Directorate	Workforce Development	P&P - Occupational Testing Service	1	31/03/2009	Completed	08/01/2009
2008/09	Personnel and Performance Directorate	Workforce Development	P&P - Replacement of HR Relief Recruitment Management Software	1	31/03/2009	Completed	13/01/2009
2008/09	Personnel and Performance Directorate	Workforce Development	P&P - Leadership and Management Development, Workforce Development	1	31/03/2009	Completed	28/10/2008
2008/09	Personnel and Performance Directorate	Workforce Development	P&P - Restructure of Support Services	1	31/03/2009	Completed	14/04/2008
2009/10	Personnel and Performance Directorate	Human Resources	P&P - Wellbeing at Work Service	2		Not started	
2009/10	Personnel and Performance Directorate	Human Resources	P&P - Job Evaluation (Pay Gaps)	2		Completed	
2010/11			Recruitment System Upgrade	3		Completed	
2010/11			Restructuring - Corporate Leadership Team	3		Completed	
2010/11	Personnel and Performance Directorate	Human Resources	P&P - Health and Safety Service	3		Not started	

Total Number of EINA's:	24
EINAS with Screened Dates:	9
Percentage Complete:	37.50%