

ECC Strategy 2016-21

Revisions made since 19 June 2017 version

Completed

Ref	Project	
A2	Implement current communications activity	Completed (leaflets, core letter templates such as new HRDs welcome etc)
A3	Develop communications strategy	Completed before June
B1	Agree how to handle new market opps	Completed before June
B2, B3, B4, B5	New market assessment, competitor analysis etc	Completed. Museums and ecclesiastical prioritised for B6
C1	Update scheme documents	Partially complete (HERA questionnaire and Notes for Guidance)

Ongoing or new for 2017/18

Ref	Project	
A1	Rekindle / refocus and develop relations with sector bodies	UCEA meetings going well. Positive meetings with Unite, Unison, UCU. GMB to be arranged. UHR positive meeting in NW, Scotland next.
A4	Implement communications activity	Builds on comms strategy: materials, specific contact for small number of members where consultants feel we could try a new approach etc
A5	Review how we exploit consortium power	To be scoped; about making the most of 125 organisations' buying power and influence
B6	Agree and deliver new markets plan	Underway, have done desk research into Church of England, Scotland, Methodists, Catholic and am drafting letters. Museums to follow. Colleges Scotland bid will help us explore different models of delivering services. FE sales push has now begun in North of England
C1	Update scheme documents	Partially completed. FEDRA Questionnaire and Notes for Guidance to be refreshed. New member and existing member good practice guides in final draft.

Ref	Project	
C2a & C2b	Competency framework update and guidance	Timing delayed. "Old" CF wording was updated hence this project previously flagged as complete; however we are yet to begin project to update it thoroughly pending the "Old" version going live in ECC Online
C7	Member consultation	Initial ideas and research questions identified. Next step to discuss with potential research companies
D1	Add existing comp framework to ECC Online	Identified in error as being complete in the June version; now almost there and should be in place in October
D2	ECC Online Phase 2 incl competency framework	Nearly complete. CRM module and competency framework going live October hopefully
D3	Explore potential dovetail ECC Online and website	Nearing completion. Single login explored but technically awkward and practically not ideal (not all staff will have access to ECC Online). Now exploring whether we can link from one to the other and vice versa. New developments eg. International Pay Calculator being provided through ECC Online as favoured option.

Changed or deferred

Ref	Project	Notes
C3 & C8	Enhance training / consultancy delivery & Define talent management consultancy offer	Propose to combine as 'Develop services around people management and reward strategy' as these encompass talent management, training and consultancy. Current potential service developments include training / support around development and use of JDs, guidance for remuneration committees, unconscious bias, and possible advice around generic profiles
D4	Identify member needs re Phase 3 ECC Online	Propose defer to 2018+ once Phase 2 is complete and C7 Member consultation has happened
D5	ECC Online Phase 3	Propose defer once D4 has happened

Deleted

Ref	Project	Notes
C4	Summarise benefits ECC Online	Propose to delete as a project and instead develop a leaflet and / or online presentation (eg. Sway)
C5	Maximise use of ECC Online	Propose to delete as a project as ongoing development of ECC Online should be part of our business as usual and go alongside service development rather than being a project with a beginning, end and specific deliverable
C6	Define total reward service	Deleted pre June 2017; agreed that main parts of this are contained within existing services rather than developing a new distinct total reward service

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