



WALES AUDIT OFFICE
SWYDDFA ARCHWILIO CYMRU



Wales Audit Office

People Strategy 2018 - 2021

Our corporate objective

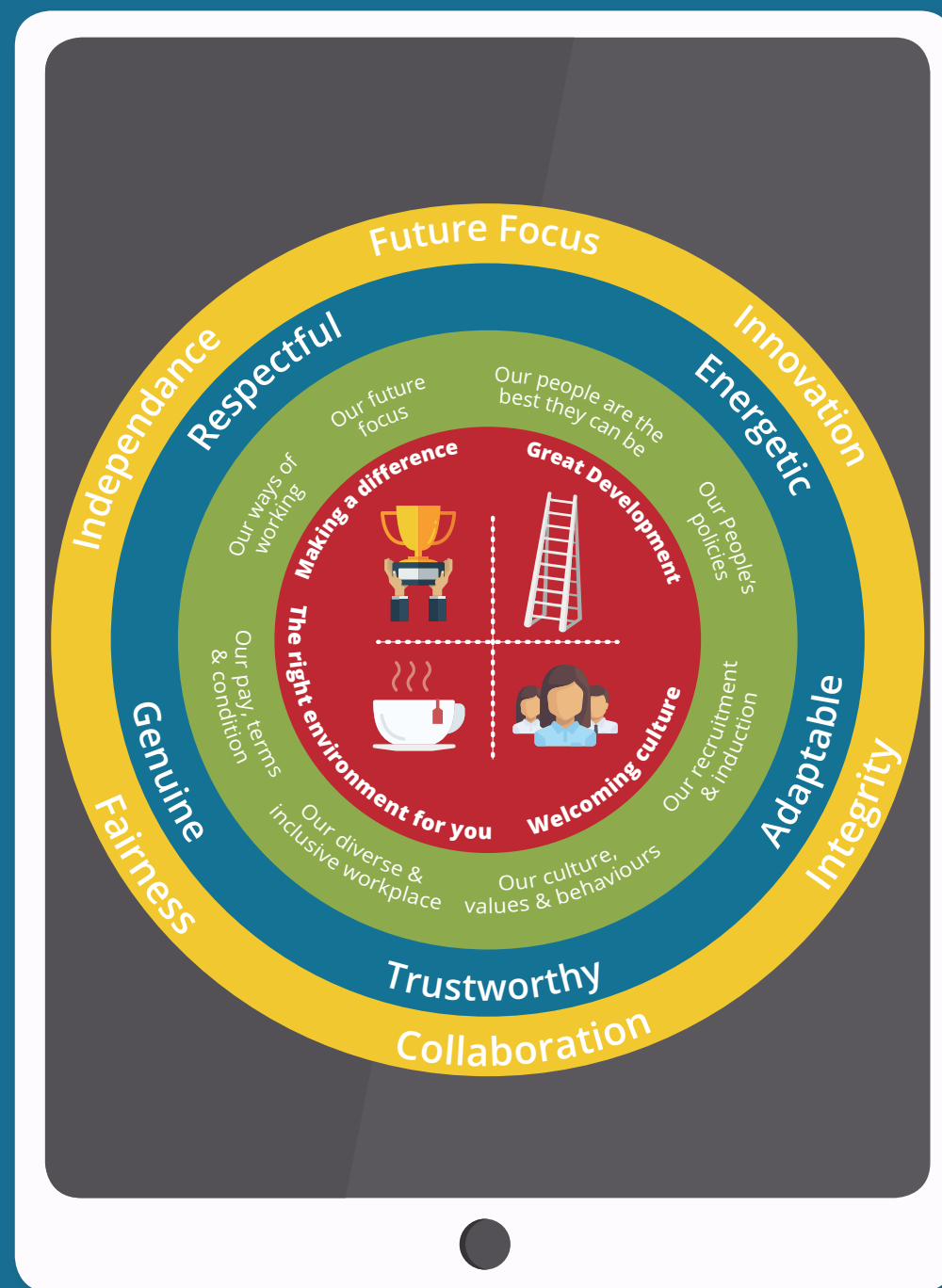
To be a well-run, accountable and respected organisation that is a great place to work.

Llawn HYDER GREAT Together

It is all about doing work that makes a difference – supporting public services in Wales to deliver the best value and service to the communities they serve. It is about an organisation which allows you to develop and have amazing exposure to a variety of interesting and challenging projects from the outset.

A GREAT place to work, your colleagues say that you will feel part of a close team. There are lots of additional activities that make our culture supportive and nurturing – from staff charity social events to health and well-being training. We are very good at making you feel valued.

Here, people are proud of the work they are doing and the difference and impact they are making.



**At the heart are the
four pillars that shape
what it feels like
to work here**



Making a difference

We make a difference - helping public services in Wales deliver the best value and service to the communities they serve

1



Great development

We support the **careers** and **personal development** of our people

2



The right environment for you

Everyone feels **valued for their work** and respected for their external life. There is **flexible working**, a professional environment and a good reward package

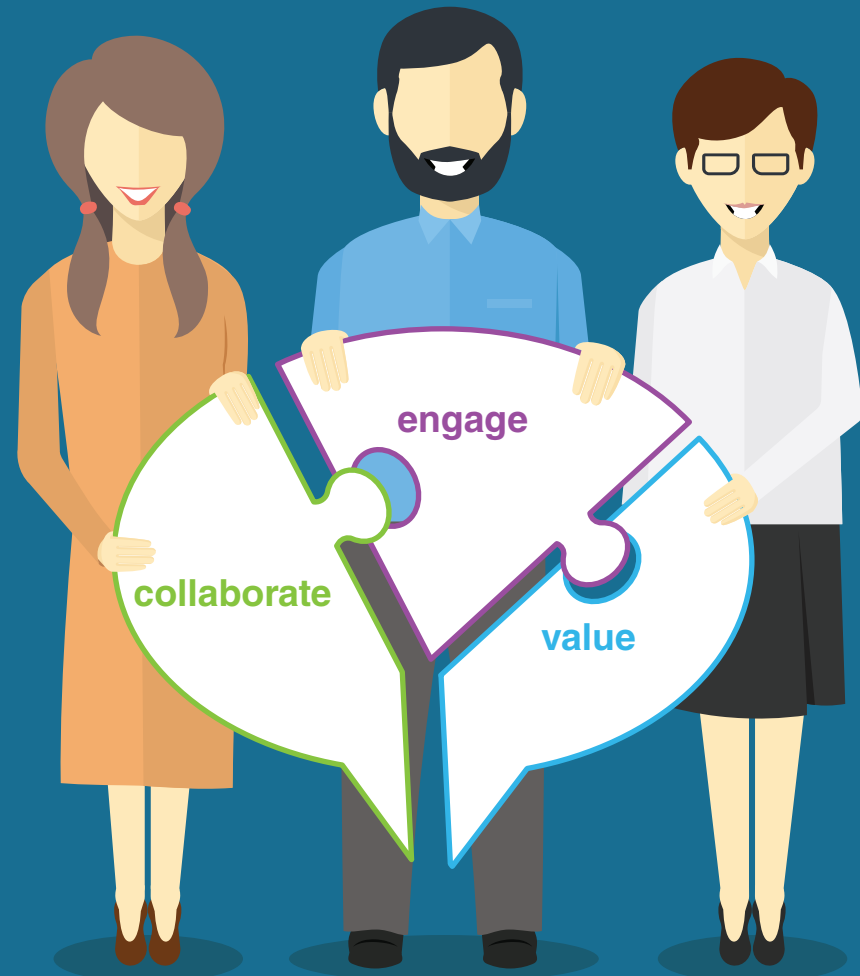
3



Welcoming culture

The Wales Audit Office is a great place to work. Our emotionally supportive culture helps colleagues **collaborate, engage and feel valued**

4



We make the following commitments to our people

Our future focus

We have a vision for the future and strategies to achieve it.

We assess needs for capacity, skills and experience to make sure we can deliver our business needs of both today and tomorrow.



Our culture, values and behaviours

Our values and behaviours, created and lived daily by all of us, are at the heart of how we do things here at the Wales Audit Office. Our senior leaders strive individually and collectively to ensure the conditions for success and inspire everyone to give their best. We engage with all our people and our trade unions, especially in managing change, and we look outwards to share with and learn from others.

Our ways of working

Through performance coaching, we support our people to deliver high quality work. We provide a safe and healthy workplace and are innovative and adaptable in how we work. We use technology to support delivery and simplify our processes.

Our people are the best they can be

Our people are inspired and motivated to be the best they can be through our coaching style of working. We provide a range of learning opportunities, from technical and professional training, to developing Welsh language skills, to building great leadership skills. We provide focused performance support where needed. We treat our people well and support their well-being and personal growth too.



...commitments to our people continued

Our people policies

We draw on best practice to ensure our policies are fair, inclusive and responsive. Our policies support achieving all of our people commitments and our corporate objective.

Our recruitment and induction

Our recruitment attracts the right people to help us achieve our vision. When we bring new people on board, we welcome and prepare them for the work ahead so that they quickly feel part of the Wales Audit Office and able to contribute to our success.



Our inclusive and diverse workplace

We are building an outstanding and diverse workforce where everyone can be themselves. We strive to harness the richness of diversity, valuing different contributions and experiences. Treating each other respectfully in a safe environment is one of our core behaviours.

Our pay, terms and conditions

Our terms and conditions and the overall package are attractive in return for interesting, challenging and rewarding work. We offer a range of additional benefits to support our people.



And all of us are expected to demonstrate these behaviours

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Genuine

We are honest, selfless and approachable, creating a safe and open environment for everyone to be themselves and to care for, support and encourage each other.

Respectful

We embrace diversity and treat each other fairly, building strong working relationships, speaking our mind thoughtfully and being open to challenge.

Energetic

We are confident and willing to take risks, displaying a positive can-do attitude, having fun and celebrating success.

Adaptable

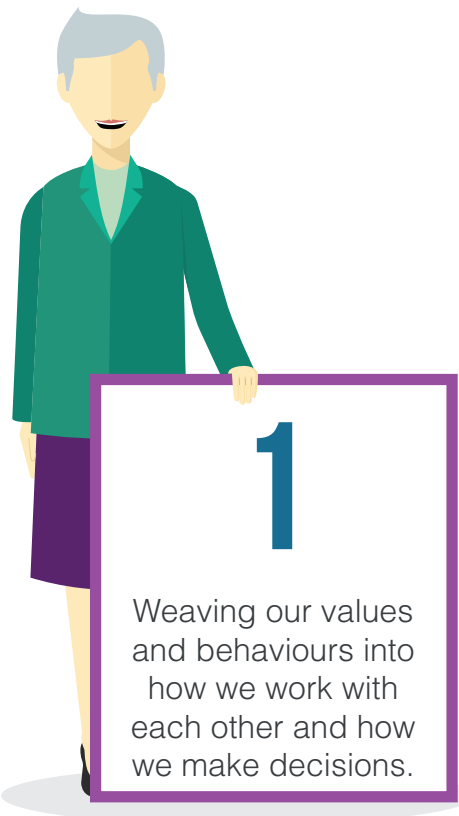
We are flexible and innovative, always developing our knowledge and skills and seeking new experiences.

Trustworthy

We take responsibility for our actions, deliver on our promises, share knowledge openly, act in the best interests of the Wales Audit Office and enable others to succeed.

Our People Strategy Priorities for 2018 - 2021

We are ambitious to achieve great things and will be prioritising the following for the period 2018-2021:



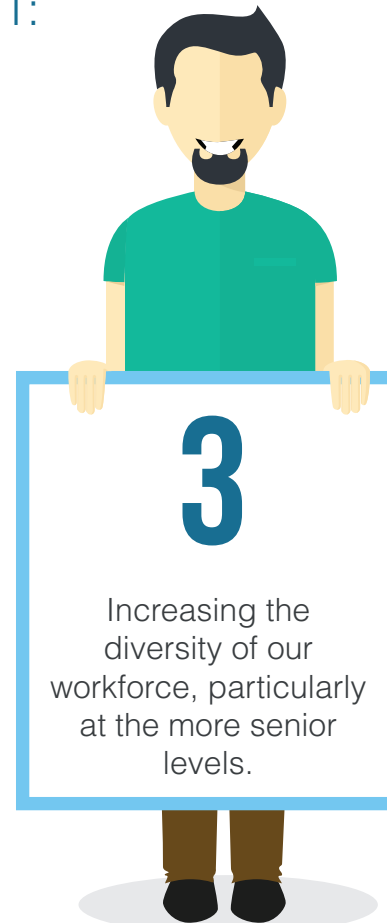
1

Weaving our values and behaviours into how we work with each other and how we make decisions.



2

Helping our people to be the best they can be and ensuring we've got the right skills and experiences in the right place.



3

Increasing the diversity of our workforce, particularly at the more senior levels.



4

Developing a coaching culture to ensure thriving conditions for organisational success.

Our measures of success

We don't see the need to reinvent the wheel when it comes to measuring the impact of this People Strategy, so we will use the following existing mechanisms:



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