

Workplace Culture Action Plan

	FY21			FY22			FY22			FY23	
	2nd half			1st half			2nd half			1st half	
Systems, Processes and Support		Recruit and create a Culture & Transformation team			Regular communication of LPC values			Establish diversity / inclusion / anti-bullying centre of excellence at LPC			
Persistent dignity and respect	Develop and introduce diversity training programme for all staff and the Board	Develop and introduce mental health awareness training programme for managers	Joint LPC / Union statement on commitment to eliminating bullying & harassment at LPC	Develop and introduce workplace conduct training for all staff and the Board	Redesign performance management system to reflect "what" and "how" behaviours		LPC support for a community based Mental Health group	Introduce an annual anti-bullying event	Continue issuing 'Essential Worker' / LPC pride clothing items	Design and implement staff/ team recognition / behaviours recognition program	Appoint LPC values / behaviour champions
Address diversity and inclusion		Introduce diversity targets and reporting in the Statement of Intent and the Annual Report		LPC to reflect Tikanga in our employment environment	ELT & SLT undertake Te Reo and Tikanga training, and model / support behaviours			HPHE Charter to include section on Tikanga Māori		Work with Unions to redesign cargo-handler PD to make roles more accessible for women	
People accountability and investment	All role vacancies advertised internally with clear selection process	LPC & Unions jointly redesign Cargo Handler selection process	People team and Unions jointly review all recruitment and selection process to ensure fair	Update LPC Bullying and Harassment policy to align with Worksafe	Amend employment agreements to reflect anti-bullying position of LPC	ELT and SLT KRA's to reflect both "what" and "how" behaviours				Jointly review and refine the new recruitment and selection processes	Work with Unions to review rosters for all roles to increase leadership visibility
Immediate conduct concerns	Conduct independent investigations into complaints raised through review process		Review culture at CityDepot	LPC & Unions engage to prevent "future intimidation" for people who speak up – and include in HPHE charter		Audit overtime and work allocation for Cargo Handlers to identify if issues exist					
Reduce 'them and us' barriers	Empower Social Club to develop more internal social events and celebrations		Introduce new Intranet to ensure access to key information and policies for all staff	Plan and conduct an "All of LPC" Social function for staff AND partners		Develop an internal fund to support social events and sports activities by staff	LPC to provide structured opportunities for different teams to interact with each other		Senior managers do "a day in the life" – work on the front line		

Key

Board	Social Club
Senior Leadership Team	Joint unions / LPC
People Team	Engagement and Sustainability Team