

# Workplace Culture Action Plan

- Board
- Social Club
- Senior Leadership Team
- ✓ Complete / embedding
- Joint unions / LPC
- People Team
- Engagement and Sustainability Team
- ⋯ Started / work in progress

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