

**APPENDIX 1: Together Benefit Profiles**

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|-------------------|--|--|----------------------|--|--|-------------------------|--|
| <b>Background</b> | <b>Benefit Name:</b>   | <b>Improved People and Leadership Capability</b>   | <b>Benefit ID:</b>   | <b>TOGEB01</b>   |  |                         |  |
|                   | <b>Linked Value / Objective:</b>                                   | We will be proud to deliver quality policing. There is no greater priority.<br>To deliver a demonstrable improvement in the quality of leadership and people skills.<br>To ensure that the connection between operational activity and the values is clear to all staff. |                      |  |  |                         |  |
|                   | <b>Benefit Category:</b>   | Strategic Enabler  | <b>Impact Level:</b> | MPS wide   | <b>Financial Value:</b>                | £ Non - cashable        |  |
|                   | <b>SRO:</b>  | Martin Tiplady   |                      | <b>Benefit Owner:</b>                                  | Bill Griffiths                         |                         |  |
| <b>Tracking</b>   | <b>Measurement</b>   | <b>Recorded by</b>   | <b>Frequency</b>     | <b>Baseline &amp; Source</b>                           | <b>Benefit Target</b>                  | <b>Realisation Date</b> | <b>Forecast Trajectory</b>                       |
|                   | YVC Staff Survey question 'I am satisfied with my current job'     | Performance Directorate  | <b>Quarterly</b>     | Morris 2004<br>(52% Strongly Agree / Agree)            | <b>62%</b><br>(Strongly Agree / Agree) | <b>April 2010</b>       | April 2008: <b>58%</b><br>April 2009: <b>60%</b> |
|                   | YVC Staff Survey question 'I am treated with fairness and respect' | Performance Directorate  | <b>Quarterly</b>     | Morris 2004<br>(51% Strongly Agree / Agree)            | <b>57%</b><br>(Strongly Agree / Agree) | <b>April 2010</b>       | April 2008: <b>53%</b><br>April 2009: <b>55%</b> |
|                   | YVC Staff Survey question 'I have a healthy work-life balance'     | Performance Directorate  | <b>Quarterly</b>     | Mori Public Sector Norm:<br>56% Strongly Agree / Agree | <b>56%</b><br>(Strongly Agree / Agree) | <b>April 2010</b>       | April 2008: <b>52%</b><br>April 2009: <b>54%</b> |
|                   | YVC Staff Survey question 'I am kept informed of developments'     | Performance Directorate  | <b>Quarterly</b>     | Morris 2004<br>(44% Strongly Agree / Agree)            | <b>52%</b><br>(Strongly agree / agree) | <b>April 2010</b>       | April 2008: <b>48%</b><br>April 2009: <b>50%</b> |
|                   | YVC Staff Survey question 'My line manager leads by example'       | Performance Directorate  | <b>Quarterly</b>     | <b>Work Foundation / Dobby</b>                         | <b>AWAITS</b>                          | <b>April 2010</b>       | April 2008:<br>April 2009:                       |

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|  | YVC Staff Survey question 'My line manager values my contribution'                                    | Performance Directorate | <b>Quarterly</b> | Morris 2004 (70% Strongly Agree / Agree)   | <b>78%</b><br>(Strongly Agree / Agree) | <b>April 2010</b> | April 2008: <b>74%</b><br>April 2009: <b>76%</b> |
|  | YVC Staff Survey question 'My line manager provides opportunity for face-to-face discussion'          | Performance Directorate | <b>Quarterly</b> | Morris 2004 (73% Strongly Agree / Agree)   | <b>82%</b><br>(Strongly Agree / Agree) | <b>April 2010</b> | April 2008: <b>76%</b><br>April 2009: <b>79%</b> |
|  | YVC Staff Survey question 'My line manager empowers me to do my job'                                  | Performance Directorate | <b>Quarterly</b> | Mori Public Sector Norm: Fairly Satisfied 64%  | <b>68%</b><br>(Strongly Agree/ Agree)  | <b>April 2010</b> | April 2008: <b>64%</b><br>April 2009: <b>66%</b> |
|  | YVC Staff Survey question 'My line manager helps me to solve problems'                                | Performance Directorate | <b>Quarterly</b> | None available   | <b>70%</b><br>(Strongly Agree/ Agree)  | <b>April 2010</b> | April 2008: <b>66%</b><br>April 2009: <b>68%</b> |
|  | YVC Staff Survey question 'My line manager gives regular and constructive feedback on my performance' | Performance Directorate | <b>Quarterly</b> | MPS Local Survey 2000 (42% Very / Fairly Satisfied)  | <b>56%</b><br>(Strongly Agree/ Agree)  | <b>April 2010</b> | April 2008: <b>52%</b><br>April 2009: <b>54%</b> |
|  | YVC Staff Survey question 'In my team we take pride in delivering quality policing'                   | Performance Directorate | <b>Quarterly</b> | Phase 1 staff survey results: 82% respondents feel their team takes pride in delivering quality policing |  |                   |  |

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| <b>Background</b> | <b>Benefit Name:</b>  | <b>Maximising Staff Potential</b>                   | <b>Benefit ID:</b>   | <b>TOGEB02</b>   |  |                         |  |
|                   | <b>Linked Value:</b>  | We will build trust by listening and responding     |                      |  |  |                         |  |
|                   | <b>Other Benefits this supports</b>   | TOGEB01 – Improved people and leadership capability |                      |  |  |                         |  |
|                   | <b>Benefit Category:</b>  | Strategic Enabler                                   | <b>Impact Level:</b> | MPS wide   | <b>Financial Value:</b>                | £ Non - cashable        |  |
|                   | <b>SRO</b>  | Martin Tiplady                                      |                      |  | <b>Benefit Owner</b>                   | Bill Griffiths          |  |
| <b>Tracking</b>   | <b>Measurement</b>  | <b>Recorded by</b>                                  | <b>Frequency</b>     | <b>Baseline &amp; Source</b>   | <b>Benefit Target</b>                  | <b>Realisation Date</b> | <b>Forecast Trajectory</b>                       |
|                   | YVC Staff Survey question 'I am satisfied with my current job'                    | Performance Directorate                             | <b>Quarterly</b>     | Morris 2004<br>(52% Strongly Agree /Agree)   | <b>62%</b><br>(Strongly Agree / Agree) | <b>April 2010</b>       | April 2008: <b>58%</b><br>April 2009: <b>60%</b> |
|                   | YVC Staff Survey question 'I have a healthy work-life balance'                    | Performance Directorate                             | <b>Quarterly</b>     | Mori Public Sector Norm:<br>56% Strongly Agree /Agree  | <b>56%</b><br>(Strongly Agree/ Agree)  | <b>April 2010</b>       | April 2008: <b>52%</b><br>April 2009: <b>54%</b> |
|                   | YVC Staff Survey question 'In my team we build trust by listening and responding' | Performance Directorate                             | <b>Quarterly</b>     | Phase 1 staff survey results: 75% respondents feel their team builds trust by listening and responding |  |                         |  |

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| <b>Background</b> | <b>Benefit Name:</b>  | <b>Less Silo Working</b>   | <b>Benefit ID:</b>   | <b>TOGEB03</b>   |  |                         |  |
|                   | <b>Linked Value / Objective:</b>  | We will respect and support each other and work as a team<br>To put the MPS first and work across boundaries bringing different groups/teams together to achieve goals |                      |  |  |                         |  |
|                   | <b>Other Benefits this supports</b>   | TOGEB04 - Improved organisational learning and information sharing   |                      |  |  |                         |  |
|                   | <b>Benefit Category:</b>  | Strategic Enabler  | <b>Impact Level:</b> | MPS wide   | <b>Financial Value:</b>                | £ Non - cashable        |  |
|                   | <b>SRO</b>  | Martin Tiplady   |                      | <b>Benefit Owner</b>   |  | Bill Griffiths          |  |
| <b>Tracking</b>   | <b>Measurement</b>  | <b>Recorded by</b>   | <b>Frequency</b>     | <b>Baseline &amp; Source</b>   | <b>Benefit Target</b>                  | <b>Realisation Date</b> | <b>Forecast Trajectory</b>                       |
|                   | YVC Staff Survey question 'I am kept informed of developments'                    | Performance Directorate  | <b>Quarterly</b>     | Morris survey 2004 (44% Strongly Agree / Agree)  | <b>52%</b><br>(Strongly Agree / Agree) | <b>April 2010</b>       | April 2008: <b>48%</b><br>April 2009: <b>50%</b> |
|                   | YVC Staff Survey question 'I am consulted on management decisions that affect me' | Performance Directorate  | <b>Quarterly</b>     | Morris survey 2004 (30% Strongly Agree / Agree)  | <b>34%</b><br>(Strongly Agree/ Agree)  | <b>April 2010</b>       | April 2008: <b>32%</b><br>April 2009: <b>33%</b> |
|                   | YVC Staff Survey question 'In my team we respect and support each other'          | Performance Directorate  | <b>Quarterly</b>     | Phase 1 staff survey results: 77% respondents feel their team respects and supports each other |  |                         |  |

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| <b>Background</b> | <b>Benefit Name:</b>  | <b>Improved organisational learning &amp; information sharing</b>  |                      | <b>Benefit ID:</b>  | <b>TOGEB04</b>                     |                         |  |
|                   | <b>Linked Value and Together Strategic Objective:</b>   | We will learn from experience and find ways to be even better.<br>To put the MPS first and work across boundaries bringing different groups / teams together to achieve goals. |                      |   |                                    |                         |  |
|                   | <b>Other Benefits this supports</b>   |  |                      |   |                                    |                         |  |
|                   | <b>Benefit Category:</b>  | Efficiency   | <b>Impact Level:</b> | MPS wide  | <b>Financial Value:</b>            | £ Non-cashable          |  |
|                   | <b>SRO</b>  | Martin Tiplady   |                      | <b>Benefit Owner:</b>   |                                    | Bill Griffiths          |  |
| <b>Tracking</b>   | <b>Measurement</b>  | <b>Recorded by</b>   | <b>Frequency</b>     | <b>Baseline &amp; Source</b>  | <b>Benefit Target</b>              | <b>Realisation Date</b> | <b>Forecast Trajectory</b>                       |
|                   | Your Views Count (YVC) staff question 'I am encouraged to share my ideas and suggestions'     | Performance Directorate  | <b>Quarterly</b>     | Morris 2004 (49% Strongly Agree /Agree)   | <b>54%</b> (Strongly agree/ agree) | <b>April 2010</b>       | April 2008: <b>50%</b><br>April 2009: <b>52%</b> |
|                   | YVC staff question 'In my team we learn from our experiences and find ways to be even better' | Performance Directorate  | <b>Quarterly</b>     | Phase 1 staff survey results: 75% respondents feel their team learns from experience and finds ways to be even better |                                    |                         |  |