

STAFF ENGAGEMENT THROUGH TIME OF CHANGE

Purpose

1. To ask the Board to discuss how the FC starts the process of involving all staff in the forthcoming changes to encourage buy-in and win 'hearts and minds'.

Key facts

2. The FC is subject to a number of changes (from political to local ones) which are covered by various change protocols, whether these are Civil Service wide or FC specific. Changes affecting the structure of the FC and the staff themselves will necessarily occur over a protracted period of time and the people aspects of the changes need to be considered alongside the protocols. However, feedback from the recent staff survey indicates that there are still some improvements that can be made in how we manage change as a management team and through the wider leadership team.

Discussion of the alternative courses of action available

3. The FC England HRBP has already started this discussion with FEE managers on staff engagement and the intention is to bring these discussions to a wider audience to build understanding of potential actions and discuss ways forward.

Resource Implications

4. There are no immediate resource implications as L&D are already building a portfolio of change support tools. The Country HRBP team are also aware of the need to engage effectively with our staff in how these changes are communicated and handled from a people perspective.

Risk Assessment

5. Failure to consider these issues may adversely:
 - affect staff morale across the Commission.
 - increase staff turnover
 - affect our employee relations with our staff and FCTU

Communications

6. There are no specific communications that are required following this discussion however; communication tools will form a large part of the process to encourage engagement.

Conclusions

7. The Board as invited to reflect on the issues around people and change, and to consider and discuss how to build staff engagement and buy-in across England and in interactions within the wider FC

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