

Agenda Item 11

Executive Board Meeting
2 December 2015

Memo No 28/15

'New' People Strategy

Purpose

1. To provide the Executive Board with a draft outline of the new People Strategy.

Introduction

2. The current People Strategy covered the 5-year period from 04/11 to 04/16 and is due for revision.
3. The new People Strategy will come into effect on 1 April 2016 and work has now commenced.

Current People Strategy

4. The main theme of the current People Strategy is **Managing Change** – staff deployment and employee engagement.
5. Implementation of the associated action plan has been achieved. The last of the 'big initiatives', Job Families, will be delivered by 31 March 2016.
6. Feedback suggests that staff welcomed this Strategy and the previous People Strategy which focused on building management and leadership capability.

New People Strategy

7. A draft outline of the new People Strategy is attached at Appendix 1.
8. The proposal is for the new People Strategy to cover a 3-year period to 2019.
9. The main theme of the new People Strategy is **Supporting our People through Change** – staff deployment, knowledge sharing and employee communication and engagement.
10. The main theme has come from our evolving operating environment and the recognised need to help our employees as we continue on the FC's change journey.

Executive Board Paper

Consultation

11. Country Directors have been consulted on the draft by their HR Business Partners
12. The HR Management and Service Boards and the Trade Unions have also had early input.
13. A Consultation Plan is attached as Appendix 2.

Impact on Resources

14. No high-level cash investment is envisaged.

Risk Assessment

15. Risk of not having new People Strategy in place for 2016 - Low

Communication Issues

16. None at present

Implementation and Evaluation

17. Project being managed by HR Management Board

Actions

18. The Board is asked to confirm that they are content with the following::

- the vision and commitments
- the key themes
- The key priorities
- the consultation plan

Jean Lindsay
Director, Central Services
December 2015

PEOPLE STRATEGY REVIEW - CONSULTATION

Who has been/will be consulted?
HR Service Board – consulted October 2015
Country/FE/FR/BU Management Boards – consulted October/November 2015
Executive Board – consulted EB Meeting December 2015
FC Employees (sample) – focus groups – consulted November 2015
FC Trades Union – consulted November 2015
Executive Board – consulted EB Meeting December 2015
Board of Commissioners – to be consulted December 2015
HR Team briefings – to be invited to comment January 2016