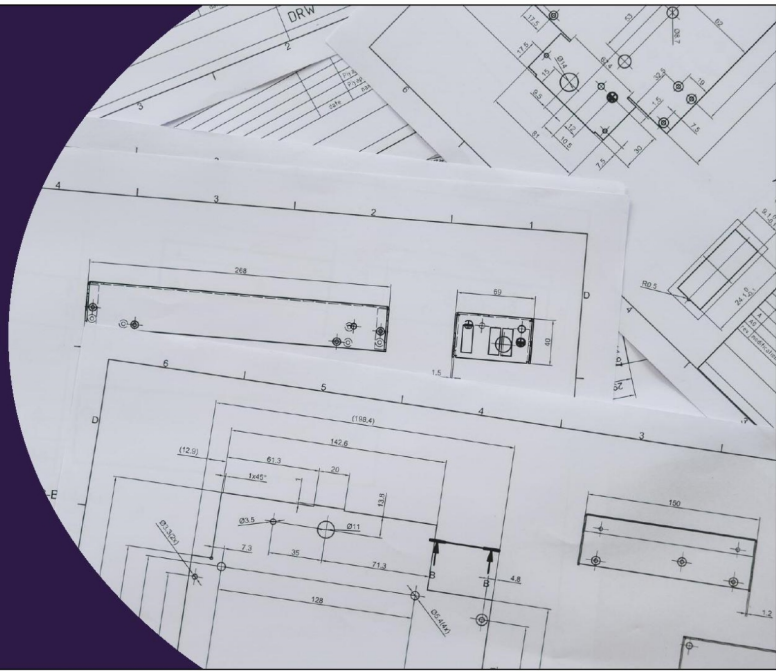


People Plan



People Operating Model



People Plan 24-25 Deliverables



Creating a great place to work for all....



3 Strategic Priorities

Colleague Experience

Transform what our people feel, see and experience throughout their time with us

Capability

Reimagine our approach to talent and people capabilities to unlock the full potential of the business

Inclusion

Deepen our commitment and focus on ED&I to become a truly inclusive and safe place for all

Delivered by a People Team set up to enable Post Office to transform its culture and deliver for Postmasters



[NIC]

In order to succeed, we need to follow three stages: Foundations, Growth and Sustainability.

We are currently working on building the foundations of the people plan to assess where we are and where we want to be.

There are 3 stages rather than years – we are at the Foundation stage for a number of activities and moving into Growth with others

Each People Operational lead has submitted a detailed people plan for their area with key Period & Quarterly events, as we build a picture of the current core work and change work planned for each of the People Teams.

The People Plan will ensure that we can efficiently keep on top of key events and priorities, and challenge any deviations. We need to ensure that we are all aligned to business and People strategy, and that we are effective at communicating the valuable work the People Team do day in and day out, and the remarkable improvements we are making business wide, to enable the success of The People Plan.

People Plan 24-25 Deliverables



Colleague Experience

Transform what our people feel, see and experience throughout their time with us



Capability

Reimagine our approach to talent and people capabilities to unlock the full potential of the business



Inclusion

Deepen our commitment and focus on ED&I to become a truly inclusive and safe place for all

Brilliant basics in place for all colleagues

Enhanced approach to annual pay review
Total reward statements introduced
Flexible benefits launched
Colleague wellbeing strategy developed
Developing a recognition framework
-
Business wide engagement action plan
-

System and process improvements across People Services

Raise the bar on leadership, management and people capabilities

Launch and embed new behaviours
Develop Senior Leadership Population
Talent and Performance management processes reviewed
Review and evaluate L&D Offer for all colleagues
-
Embed the new People Operating Model across the business
-
Define and implement organisation design objectives, principles and targets
Contractor strategy and cost reduction

We champion Equity & Diversity to create an inclusive workplace for all

Launch new holistic ED&I Strategy
Build accountability of ED&I within SEG and SLP populations
Review of Networks - strategy, collaboration, TORs