

# HR Modernisation Programme High-Level Plan

Annex 1 to B/05/028

Priority Improvements	2005/06	2006/07	Priority Outcomes
<b>Resourcing &amp; Workforce Management</b>	<p>Workforce Plan</p> <p>Management Information</p>	<p>Regular review &amp; update</p> <p>Web enabled workforce planning</p> <p>HRST – desktop management information</p>	<ul style="list-style-type: none"> <li>Planned recruitment</li> <li>High level talent attracted and retained</li> <li>Right people, right place, right time</li> </ul>
<b>Building Capacity</b>	<p>Skills framework</p> <p>Management Capabilities</p> <p>Career development structures</p> <p>L&amp;D Strategy &amp; implementation</p>		<ul style="list-style-type: none"> <li>A single framework that records core HSE skills on a 'job family' basis &amp; takes account of PSG</li> <li>Supports recruitment, career path design, performance development &amp; drives the training curriculum</li> <li>Upskilled line managers</li> </ul>
<b>Performance Management</b>	<p>Embedding Programme &amp; Project working in Performance Management process</p> <p>Pay reform &amp; implementation</p>		<ul style="list-style-type: none"> <li>Staff have the knowledge &amp; confidence to work flexibly and on a project basis</li> <li>A reward strategy that motivates performance, supports recruitment, recognises the total employment package &amp; encourages diversity of experience</li> </ul>
<b>HR Service Transformation</b>	<p>Streamlining &amp; overhauling policies &amp; procedures</p>	<p>Service Centre</p> <p>Business Partners</p> <p>Core Strategy &amp; Policy</p> <p>Employee/Manager Self-Service</p>	<ul style="list-style-type: none"> <li>Giving the business greater control in managing people</li> <li>Reduced overhead</li> <li>More strategic approach</li> <li>Less bureaucracy</li> <li>Easily accessible, customer focussed serviced</li> </ul>
<b>Integrated Business Management</b>	<p>Communication &amp; Engagement</p>		<ul style="list-style-type: none"> <li>HSE staff, unions &amp; managers positively support the HR modernisation</li> </ul>