

HR Strategic Priorities 2009 Onwards

VISION

We will make BBSRC an organisation of choice for employment and training, a place where people want to work and train to deliver excellent science with impact.

We will achieve this through:

- leadership
- performance management and development
- enabling careers
- recognition of everyone's contribution

PRIORITIES

Management of the transition to and implementation of the Shared Services model

- engaging at all levels with SSC Ltd, through the Board and project governance structures, to influence and develop effective and efficient services.
- working with the SSC Project to plan the transition activities and timetable
- ensuring retained structures and functions across BBSRC are appropriately resourced and 'fit for purpose'
- work collectively with senior HR staff to manage transition and implementation, specifically, developing business partnering and new ways of working for HR within institutes/BBSRC Office
- through a processes of impact assessment and implementation planning embedding new ways of working across Office and institutes
- supporting the policy harmonisation process and identify opportunities to review BBSRC's policies and practices
- monitoring, review and development of the HR function (maintaining good practice)

Supporting Institute Governance and Sustainability

- developing and deploying expertise in good governance
- working with institutes (through Programme Boards, Executive and HR colleagues) and trades unions to manage impacts on staff

- supporting the work of Corporate Trustee Teams, through membership and development of good practice
- supporting institutes to manage resources in a changing economic context
- developing change management programmes and processes

Performance and Development

- embedding a culture of good leadership and management (building on the MDP), including skills for PhD student supervisors
- taking forward plans and actions that underpin the 'Organisation of Choice' agenda
- implementing a framework for Succession Planning across BBSRC to ensure that an institute's human resourcing supports its long-term strategic aims
- reviewing the elements of performance management and identifying and developing a more joined up approach to deliver a high performance culture within BBSRC

Review of Merit Promotion

- Implement and embed changes to merit promotion schemes following consultation with TUS
- Enhance guidance to employees and line-managers

Health, Safety, Bio-security and Security

- continuing to lead and develop good practice in health, safety and security
- though a managed process ensure compliance and improvements to health and safety standards and practices
- ensuring that BBSRC has the resources, skills and knowledge, including bio-security and bio-safety, to manage key areas of operation
- maintaining standards during major changes to estate and other developments

Equality, Diversity and Dignity at Work

- setting high standards for equality and diversity across the organisation and identifying ways of promoting and enhancing good practice
- engaging everyone to promote a culture of dignity at work
- meeting the obligations set out in the Equality Action Plan and ensuring compliance with changing legal requirements
- embedding Equality Impact Assessment into BBSRC policies and practices
- making equality and diversity a core element of the 'Organisation of Choice' agenda
- continuing to monitor reward practices and maintain fair systems for recognising contributions

Skills and Careers

- ensuring that the institute's postgraduate training programme aligns with the institute's strategic plan and future skills needs, as well as being informed by the skills needs of the institute's strategic partners and collaborators.
- identifying the strategically important and vulnerable capabilities in UK bioscience which an institute can address, with a view to developing Masters and PhD programmes with relevant university partners
- setting high standards for the provision of postgraduate research training, including the broader 'core' bioscience skills (specified in the Quota DTG awards), as well as generic and professional skills development.

Supporting the Career Development of Early-Career Researchers

- As a baseline, BBSRC to be an example of good practice in supporting the career development of researchers in sponsored institutes
- The scientific development of staff will be informed by the skills and expertise needed by the institute for the achievement of its strategic plans.
- Promoting the *Concordat to Support the Career Development of Researchers* and ensuring, where possible, that BBSRC policies and practices support the principles of the *Concordat*
- Working in partnership with key HEI departments to promote understanding of best practice for the development of research staff in the biosciences