

HR Policy Engagement Project

OVERVIEW

The HR Directorate and Communications and Recruitment Directorate are collaborating on a project to engage staff in the redevelopment of the University's core HR policies (HR Policy Engagement Project).

BACKGROUND

As part of the University of Greenwich This is our Time strategy 2030, the University is embracing collaboration, working together, being open-minded, listening, being adaptable, free thinking and enterprising and seeking out new ideas together.

To align to our vision of becoming the best modern university in the UK, the HR Directorate and Communications and Recruitment Directorates are collaborating on a project to engage staff in the redevelopment of the University's core HR policies to ensure they:

- Support the University to deliver its strategic objectives
- Meet the needs of the business
- Encourage a self-sufficiency and resilience amongst managers
- Foster cultures of trust, fairness and inclusion by outlining the responsibilities of both the University and employees in the employment relationship
- Support the attitudes and behaviours needed for sustainable performance

The aim of this project is to provide an opportunity for staff to get involved in the redevelopment of the University of Greenwich core HR policies and provide feedback on how these policies could best meet their needs.

The HR Policy Engagement Project will help inform the redevelopment of the following core HR policies by the Employee Relations and Change Team:

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| • Sickness Absence and Wellbeing | • Resolution Framework (to replace traditional Grievance and Bullying and Harassment policies) |
| • Capability and Poor Performance | • Reasonable Adjustment Policy |
| • Probation | |
| • Disciplinary | |

ENGAGEMENT OPPORTUNITIES

Staff engagement workshops

POLICY DEVELOPMENT AND IMPLEMENTATION

Feedback will be used to inform the redevelopment of the core HR policies by the Employee Relations and Change Team to drive forward internal change that benefits the staff and students by providing making a difference to the people and places we work.

Staff will not be asked to draft or ‘wordsmith’ HR policies and this project in no way replace the established consultation arrangements with the recognised trade unions but rather it is intended to provide a platform for staff voice and involvement in the redevelopment of the University’s core HR policies.

For further information about the HR Policy Engagement Project please contact:

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