

Final Design Principles

Defining 'what good looks like' for the organisation



	We strive for:	So that
1	Equity	<ul style="list-style-type: none"> • Our definition of work and careers helps every colleague thrive, whatever their background or walk of life. • Decisions about pay and reward are consistent, transparent, and fair in the eyes of colleagues and the law.
2	Empowerment	<ul style="list-style-type: none"> • People are clear of what is expected of them and have the professional space, support and autonomy to work in ways that are proactive, collaborative, and agile. • We are one 'One Corporation'. We enable colleagues to operate and partner effectively across organisational boundaries to deliver better results, whilst embracing the unique qualities of our component parts.
3	Engagement	<ul style="list-style-type: none"> • We retain our distinct organisational identities whilst uniting around the Corporation's shared purpose and culture – where people strive for excellence, encourage trust, and drive innovation. • Colleagues see career pathways within and across job families more easily – understanding what their job offers, where their career could take them, and what it takes to get there.
4	Excellence	<ul style="list-style-type: none"> • There is clarity and consistency about what is expected of different roles at each level, enabled by standardised and future-focused role profiles, while also acknowledging the uniqueness of some of the roles across the Corporation. • We are enabled to identify and target development and retention opportunities for all colleagues, as well as attract talent – securing the Corporation's pipeline of brilliant people and reducing the risk of critical skills gaps.
5	Efficiency	<ul style="list-style-type: none"> • We benefit from a single employer model that delivers an improved, strengths based, internal labour market, where talent flows more easily across the Corporation ensuring that we retain and offer great careers for all our talent. • There is less duplication of effort associated with people related activity and processes across the Departments / Institutions and HR. • Our roles are fit for the future – where we combine our strengths, skills and the power of technology to deliver better results.