

People & Corporate Services

Who we are and why we are such an important part in delivering the Governments People Strategy.

Sept 2021



People and Corporate Services – helping to build a values-based organisation

The People and Corporate Services team sit at the heart of the government and are part of the Chief Operating Office. They are here to help deliver the government vision that is:

“We will be a forward-thinking organisation, which offers high-quality public services, values our people and grows our talent for the future.”

They will do this by helping the government to effectively manage its workforce, focusing on performance, capability and skills, and offer future planning to mitigate risks. This will be delivered through the government’s co created People Strategy and the four commitments

Our Values



Organisation Wellbeing

Our People Strategy

Ex	YOUR EXPERIENCE We aim to work together we create a great place to work, where we are all supported, belong and are valued.	Or	OUR ORGANISATION Together we will develop and deliver the right environment for us all to succeed and to be proud of our achievements.
Dv	YOUR DEVELOPMENT With you, we will create opportunities as a learning organisation to help you to achieve your potential.	Fe	OUR FUTURE We will work together to build a view of the future of work for our people and our Island and deliver a plan to get there.

Four Commitments

Anchored in the People Profession, we have a dynamic portfolio of roles with great career opportunities





James Hughes
Head of Corporate Services

“The breadth of disciplines we cover is incredible, which means no day is ever the same, and there are opportunities to get involved with almost anything. The sense of achievement that I strive for comes from making real improvements to provide a more resilient, healthier and safer workplace for staff, visitors and our service users”

**Here are what some of our
colleagues do**

Rob Laycock
e-Rostering Systems Specialist

“I work as a specialist on a software system used to roster staff across the Government, I am an expert on the software and have had many training opportunities to develop my knowledge of the system and how it works, as well as how to implement it effectively. I love the scope my role gives me to work across the whole of government with a wide number of teams and people to hopefully use technology to manage their work life more efficiently”

Donna Beadle
A/Business Partner
Talent Programmes

“My role is all about attracting, developing and retaining the most talented people that we have on the island, encouraging them to join government and develop fulfilling careers. A current priority is to develop talent entry level programmes through Paid Internships, Apprenticeships and Paid Graduate Programmes. We are creating Profession Career Pathways for the c 70 professions available in the Jersey Public Sector Diversity and Inclusion (D&I) is a vital part of the role and we are currently working with a D&I expert to create the Government of Jersey D&I Strategy.”

Our Focus Areas for 2021/22



Generate longer-term plan & good basic service

Management capability basics

Employee Engagement

Performance basics

EX

YOUR EXPERIENCE

We aim to work together we create a great place to work, where we are all supported, belong and are valued.



Already here

BE HEARD

What would make this a better place to work?

Your views matter. The Be Heard employee survey is your chance to share them.

> Access the survey from the link in the email from Best Companies



LISTEN: GovLife podcast series is launched

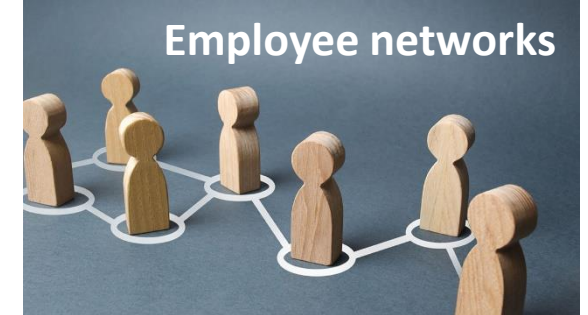
Episode one features Maffia talking about distance relationships

View full article

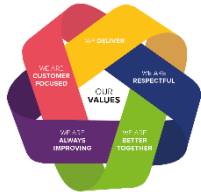
GOV LIFE

The People Series

Still to come



My Welcome



TEAM JERSEY

I WILL

INSPIRING WOMEN INTO LEADERSHIP & LEARNING



MCMG

My Conversation
My Goals

Skills & Careers Summit

Dv

YOUR DEVELOPMENT

With you, we will create opportunities as a learning organisation to help you to achieve your potential.



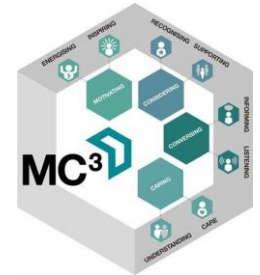
Already here



Still to come



People Policy Toolkits



Learning Awards Events Groups Employees

MyWelcome MyDevelopment

1 - MyWelcome - to be completed by all new colleagues joining the organisation

2 - Role Specific Induction and continuous learning modules

3 - Team Jersey - latest learning materials from the Team Jersey programme

4 - MyDevelopment Portal for all colleagues self-directed learning

OurGov

MON	TUE	WED	THU	FRI	SAT	SUN
28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1
2	3	4	5	6	7	8



Or

OUR ORGANISATION

Together we will develop and deliver the right environment for us all to succeed and to be proud of our achievements.



Already here



- High performing Teams
- Embedding Values
- Colleague Sessions
- Diversity & Inclusion
- People & Culture plans
- Jersey Employers Group



Still to come

Total Reward Review



Evaluation Matrix

	Target	Actual	Variance
Revenue	100	105	+5
Profit	80	82	+2
Customer Satisfaction	90	88	-2
Employee Engagement	85	87	+2



OurGov

- Thank you**: Send us your thank yous. [View full article >](#)
- CEO's blog**: Chief Executive's blog: Monday, 28 June. [View full article >](#)
- Our people**: Colleagues who've served in the forces share their experiences. [View full article >](#)
- Our people**: Colleague in the Spotlight: Tina Hull. [View full article >](#)

Recognition, stories, views, engagement, events



Flex-positive



Part-time



Flexible start & finish times



Term-time only



Home-working



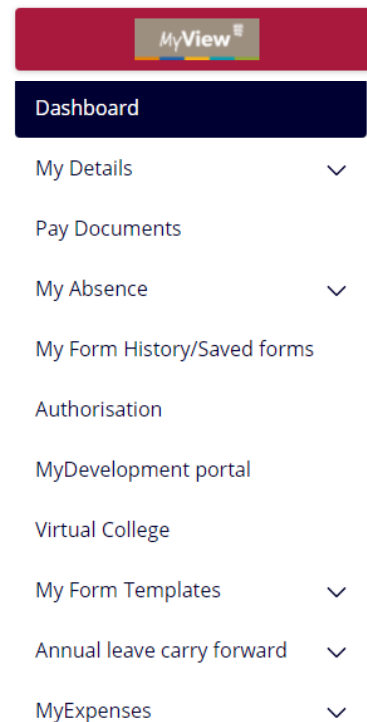
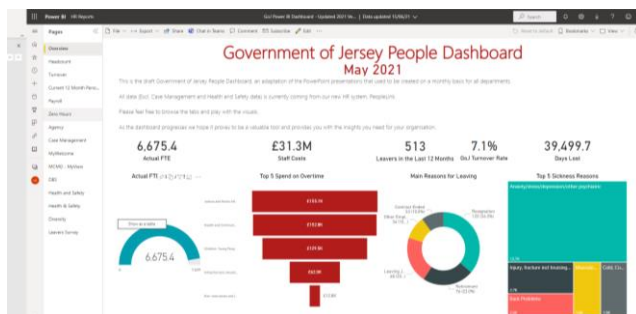
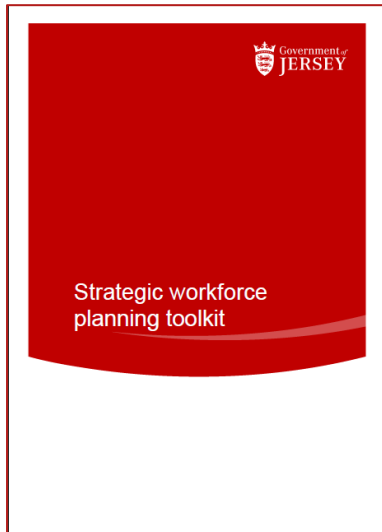
Compressed hours



Returner programmes



Already here



Still to come

- Secondments
- Acting-arrangements
- Future leaders and manager programmes
- Organisational change approach
- Sponsored development programmes
- JEG Mentorships
- ITS
- Estate Strategy (Hospital, Gov HQ)
- Recognition schemes
- Employer Brand
- Careers Portal
- Wellbeing Strategy
- Long-service recognition scheme
- WEAR/VAR removal

Career Opportunities



We have a variety of different roles available across the whole of government, including within People & Corporate Services.

Early Careers – We are currently reviewing our apprenticeship, graduate and internship programmes. To find out more about our current and future programmes, please visit gov.je