



Marine
Management
Organisation

Human Resources

The MMO HR & H&S team have over 80 years' experience in their fields, they bring a wealth of experience in all aspects of HR, safety and wellbeing including engagement, development, policy development, recognition and employment cases, gained in both public and private sector. The HR team have a commercially minded approach to resolving current business and/or people issues and a proactive approach to support the development of both the business and its people.

We design and deliver the MMO people plan, using current legislation and industry best practise and work with the senior team to embed the best quality people processes.

What we do:

- Provide advice and guidance in aspects of safety and employment law and case work
- Ensure that all processes and policies support the business objectives
- Collaborate with and contribute to core Defra to access the expert services
- Facilitate organisational development projects across the MMO
- Liaise with central services (SSCL) to ensure the recruitment process is effective
- Collate, analyse and publish key metrics
- Provide a safe working environment for all MMO staff
- Respond to the wellbeing needs of the MMO and proactively engage external support mechanisms
- Design source and deliver bespoke training and development needs
- Manage and administer the MMO bonus scheme
- Manage and administer the apprentice scheme

Why we do it:

To ensure the right people are in the right place at the right time, ensuring they are working in safe environments and have all required resources, including training, support and equipment, so that they can be the best that they can be.

Facts:

- Coordinating and advising on the ongoing recruitment for EU exit day 1 readiness
- Complete overhaul of the PMI policy and process
- Investment of over 350K in the current Leadership & Management skills roll-out plan (2017-2020)
- 95% of the Organisation have started a behavioural development journey by completing the DiSC profile and training
- Safety and Wellbeing training
- Operational safety manual developed

We are currently also involved in supporting in other areas which are not day to day business;

- The Blue Belt Programme
- EU Exit and Day one readiness recruitment
- Collaboration with Defra colleagues

