



Secondment stories

At GAD, we've always been willing to second our people to other public sector organisations, but this has now become a core, and significant, part of our offer which benefits our people and our clients. Our secondments programme is right at the heart of our role as a learning organisation. This article discusses the growth of GAD's secondment programme and celebrates some of our many success stories.

Supporting GAD's mission

Our mission is to support effective decision-making and robust reporting within government as the first-choice provider of actuarial and specialist analysis, advice and assurance. Secondments help us achieve this by:

- developing our people and our organisation
- enriching career experiences
- providing unrivalled expertise to a range of other organisations
- enhancing GAD's profile

"I gained valuable insights into what clients want from actuaries. The experience and working relationships I developed meant I returned to GAD as a more confident and well-rounded actuary."
(GAD actuary seconded to DWP)

Secondment successes

"Working directly with clients I was able to strengthen GAD's client relationship and identify more opportunities for us to help." (GAD actuary seconded to DHSC)

Developing our people and helping our clients are the main benefit of the secondment programme.

Head of Business Development Ian Rogers, who leads on the secondment programme has said: "GAD's secondments give clients the chance to more fully understand what actuaries can offer to their projects and proposals. GAD's actuarial talent can really strengthen their own teams!"

"We attract and retain staff, because we provide them with a stronger, richer and more diverse working environment. These experiences help our people empathise with the challenges that clients face and help them, therefore, to become more proactive."

Partnering with clients

GAD's core values include partnering with clients and meeting their evolving needs. One of the triumphs of the secondment programme is the way we've used this to develop new ways of liaising with clients to solve their problems; an approach they truly value. Our recent secondment partners have included the Department for Work and Pensions (DWP), UK Government Investments, Ministry of Justice and the Department of Health and Social Care (DHSC) to name just a few.

We are also piloting staff swaps with organisations renowned for their actuarial and analytical acumen. So far these include Deloitte and the Prudential Regulation Authority. These swaps offer a win-win. They help our partner organisations to develop their own people too, and they in turn, help GAD to develop by introducing new ideas.

At GAD, secondments remain a key part of our vision, to ensure we become a single, high-performing team which has enhanced its reputation for efficiency and value for money, and is widely recognised for its development of analytical, actuarial and business skills in its people.