

4 February 2019

OFFER 2020

Purpose

1. The purpose of this paper is to inform the Executive Board of the findings from eight Offer 2020 focus groups which were held between November 2018 and January 2019. The paper does not include options for resolving the employee offer issues identified.
2. The paper requests the board to give guidance on next steps, which are set out below.

Background

3. The eight focus groups covered a wide variety of staff in FEE and FS across the country. In addition, 40 in-depth discussions were held with managers and a meeting was held with the FCTU. In total over 300 staff were asked their opinion on the current employee offer.
4. Forest Research did not carry out formal Offer 2020 staff focus groups, preferring to ask their staff their views and share those with the Offer 2020 Project Manager through Michelle Hausrath, Head of HR for FR. Feedback was based on outputs from the 2017 staff survey and follow up sessions with various centres. Input was also provided by the FR Culture Working Group and the FR staff council. The FR findings are attached in Appendix 1.

Discussion points

5. The EB is asked to consider the following:
6. Does the board have any comments from the report findings?
 - 6.1 From the findings thus far, the project team will produce a set of proposals to address, in particular pay progression and leapfrogging. Those proposals will be discussed with individual Executive Teams in FE, FR and FS. Once the project team have feedback from individual Executive Teams, a report will return to the Executive Team for discussion. After which, discussions on proposals will commence with FCTU. It is anticipated this will commence in June 2019. Are the EB content with this plan?
7. Should this paper be presented at the FCTU meeting?

Resource implications

8. At this stage, there are no resource implications.

Risk Assessment

9.No risk identified within this report.

Communications

10.Ian Wedd, Internal engagement officer, is a member of the Offer 2020 project board and is a key advisor on all communication and engagement matters.

Annexes

- Annex 1: Forest Research findings
- Annex 2: Briefing paper: Offer 2020 staff findings (FEE and FS)

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30 January 2019