

# CEG Core Group meeting



**Date:** Thursday 26 November 2020

**Time:** 2.00pm to 4.00pm

## Time and date

2.00pm to 4.00pm, Thursday 26 November 2020

## Attendees

### CEG

Ann Bishop (Chair)

Nigel Cornwall

John Hargreaves

Ralista Hiteva

### UK Power Networks

James Hope

Stephen Clark

Max Taylor

Susannah Garwell

Dudley Sparks

Connie Dickie

Jazz Chaggar

Emma Barbour Johnston

Laura Thompson

Samuel Bould (KPMG)

## Agenda

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| 2.00pm | Introductions and overview of session                |
| 2.20pm | Overview of Workforce Resilience Forward Plan        |
| 2.40pm | Overview of UKPN approach to Diversity and Inclusion |
| 3.00pm | Overview of UKPN approach to Workforce Satisfaction  |
| 3.20pm | Overview of UKPN approach to Recruitment             |
| 3.40pm | AOB  |

## Meeting summary

UKPN and the RRWG Workforce Resilience subgroup met, with UKPN presenting on:

- (i) The forward workplan for the RRWGs input into workforce resilience, which was ratified and agreed with the group, this would be delivered firstly via information requests and then additional formal sessions in the new year;
- (ii) An overview of UKPNs historic work and an introduction around their future ED2 plans on diversity and inclusion (D&I), workforce satisfaction and recruitment; and
- (iii) An overview of UKPNs data driven approach and previous schemes and processes supporting workforce resilience. Several topics from the slides were not covered during the session and these would be reviewed and reverted offline by the RRWG subgroup.

## Discussion

Key discussion and steer focussed around:

- (i) Proposals for the upcoming workplan to allow the RRWG input into the WFR strategy;

- (ii) Further overview of the data and information around D&I, employment statistics, and UKPN employee data;
- (iii) Discussion on the interaction between equality legislation and the internal approach to management of Workforce Resilience; and
- (iv) Scheduling for future sessions on this topic.

## Actions and next steps

**Action** – UKPN to explore views of UKPN employees on service provision and provide to the RRWG data specifically on how employees within UKPN's network view / have been engaged on / or polled in a personal capacity as customer.

**Action** – RRWG to review pack provided and respond with an informal "note" response on information thus far on WFR.

**Action** – UKPN to present at next WFR session in February on latest developments on WFR strategy, work / engagement completed to date and expectations for ED2.

Several further asks/actions were raised in the meeting to consider later. UKPN will consider these along with a summary note, and respond appropriately in line with the RRWG Terms of Reference:

**Action** – UKPN to consider providing expenditures figures on D&I training (or related training) to the RRWG.

**Action** – UKPN to consider sending RRWG comparison data from the EU skills framework (which compares UKPN to similar companies on recruitment data).

**Action** – UKPN to consider sending RRWG any existing data over past 2 – 4 years on exit interview trends.

**Action** – UKPN to consider sending RRWG data on the number of part time jobs / jobs shares being advertised and in use at UKPN.

**Action** – UKPN to consider sending RRWG data on the proportion / number of different "tiers" of front / customer facing staff.