

UHR Showcasing Good Practice –

Delivery of the HR ‘Dynamic Engaged People’ Plan

Ros Simpson & Ian Hodson

Modern

THE TIMES
THE SUNDAY TIMES

University
of the Year



UNIVERSITY OF
LINCOLN

Shortlisted: Exceptional HR 'Team of the Year'

- Alignment to the Lincoln Strategy
- People Focus
- Team Structure & Alignment
- Progression of key initiatives
- Organisational Impact
- Cross team collaboration



HR 'Dynamic Engaged People' Plan

University Vision

- Vision – Employer of Choice
- Mission
- Values

UoL Strategic Plan

- Teaching Excellence and a Great Student Experience
- Research with Impact
- Graduate Success
- Strong Partnerships and Employer Engagement
- **Dynamic Engaged People**

HR People Plan

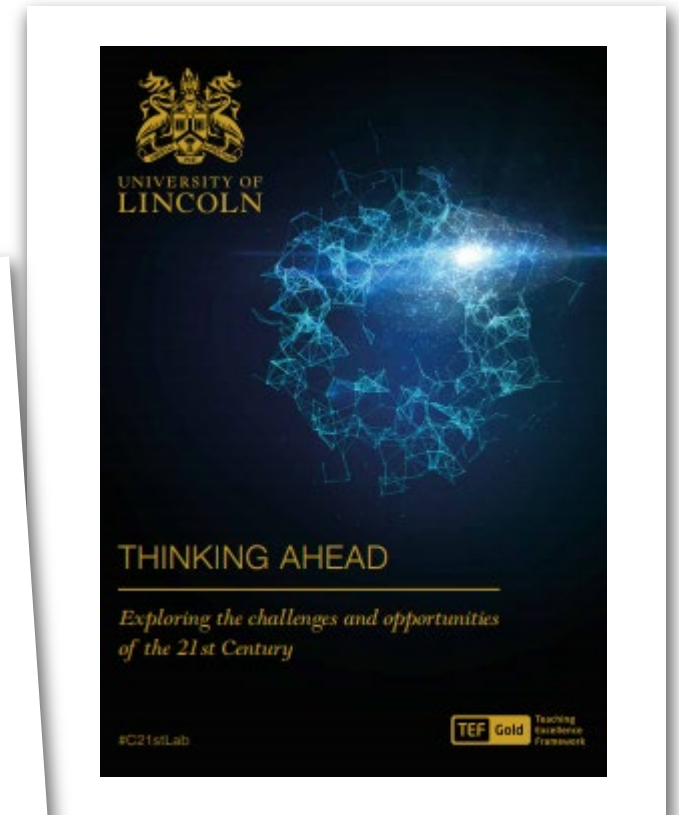
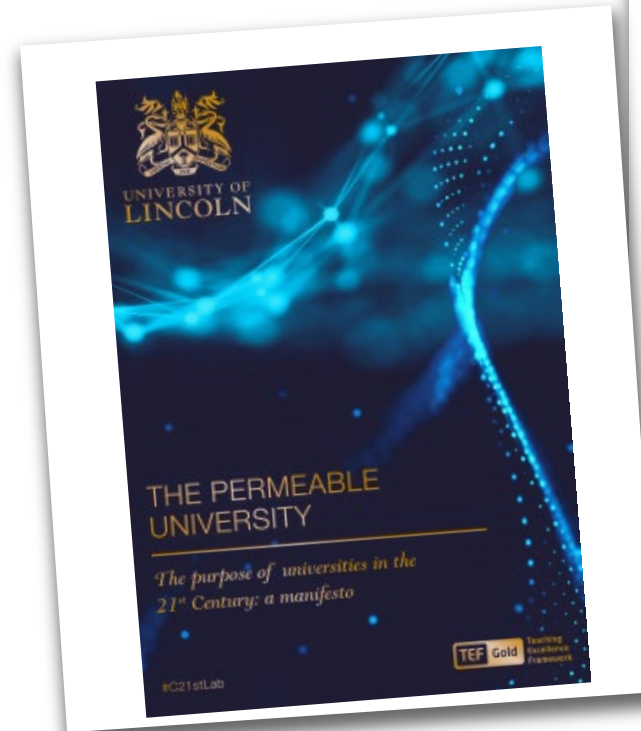
- Aligning fully to the University Vision and University Strategic Plan
- Key themes developed

21st Century Lab

“

The work of the 21st Century Lab has evolved over time. Just as we propose that universities should become more permeable, we aim to work in this way ourselves.

”



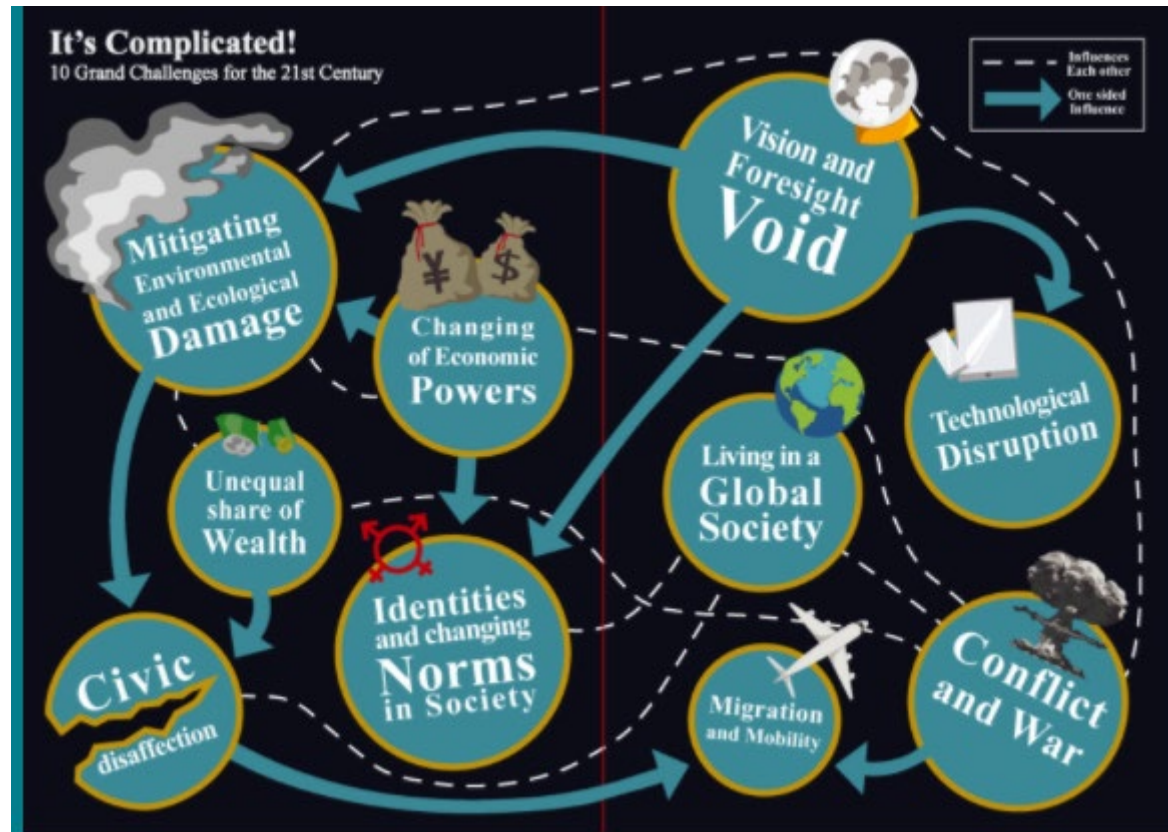
Modern
University
of the Year

THE TIMES
THE SUNDAY TIMES



UNIVERSITY OF
LINCOLN

21st Century Lab – 10 Grand Challenges



21stcenturylab.lincoln.ac.uk

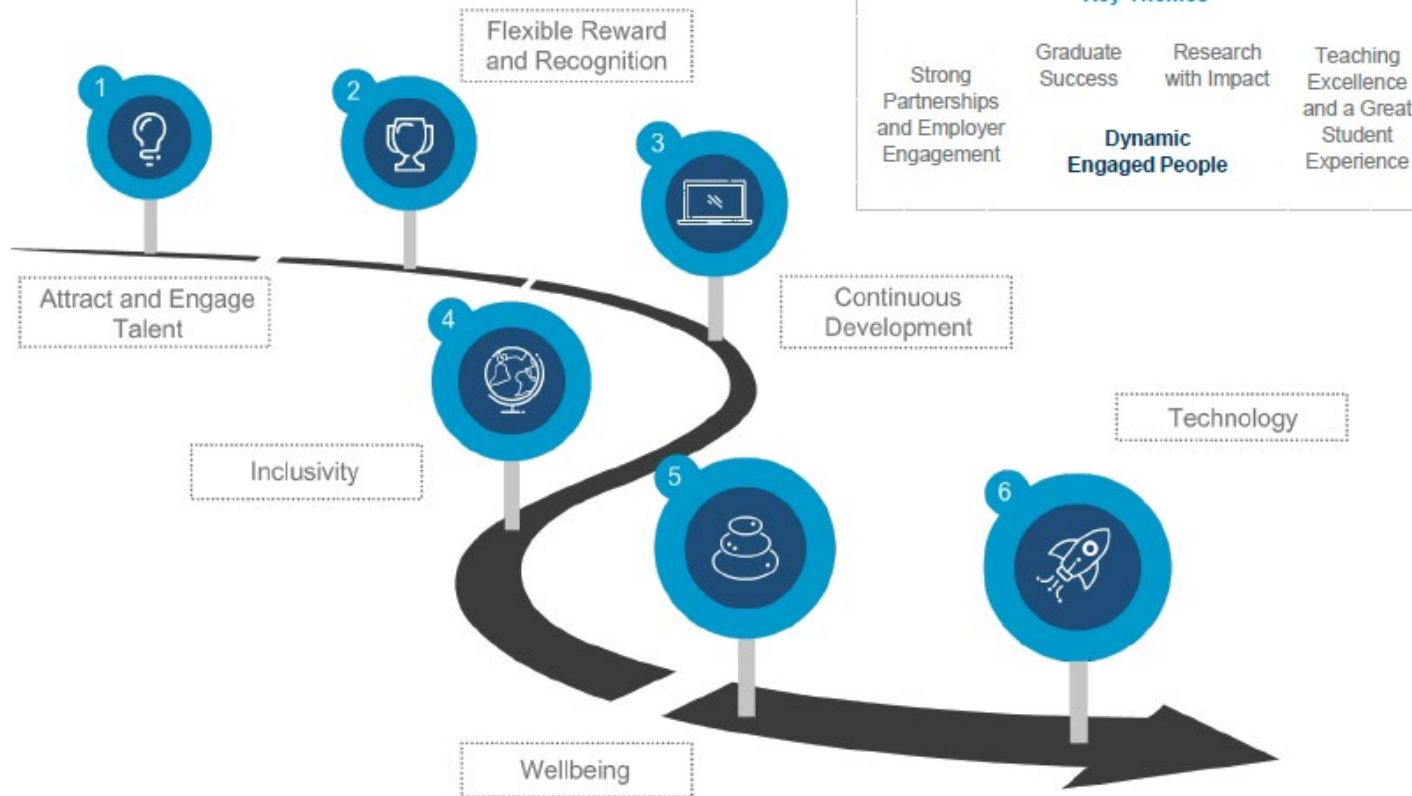
Modern
THE TIMES
THE SUNDAY TIMES
University
of the Year



UNIVERSITY OF
LINCOLN

Dynamic Engaged People

Our Key Themes



UNIVERSITY OF LINCOLN

University Strategic Plan 2016-2021

Key Themes

Strong Partnerships and Employer Engagement	Graduate Success	Research with Impact	Teaching Excellence and a Great Student Experience
Dynamic Engaged People			



Dynamic Engaged People Plan

THEME 1

ATTRACT AND ENGAGE TALENT



“

We will be clearly recognised as an excellent employer and will ensure we remain a destination of choice ensuring that talented people choose to build their careers at Lincoln

”

Modern

THE TIMES
THE SUNDAY TIMES

University
of the Year



UNIVERSITY OF
LINCOLN

Dynamic Engaged People Plan

THEME 2 FLEXIBLE REWARD AND RECOGNITION



“

We will recognise staff who are innovative in their practices, and who believe in our mission and can bring ideas and energy to deliver our ambitions

”

Modern

THE TIMES
THE SUNDAY TIMES

University
of the Year



UNIVERSITY OF
LINCOLN

Dynamic Engaged People Plan

THEME 3

CONTINUOUS DEVELOPMENT



“

We will work with all staff to ensure that they are clear about what is expected and provide the appropriate support to succeed in their roles. However, we expect our staff to be proactive and develop themselves to improve how they work and how the organisation performs

”

Modern

THE TIMES
THE SUNDAY TIMES

University
of the Year



UNIVERSITY OF
LINCOLN

Dynamic Engaged People Plan

THEME 4 INCLUSIVITY



“

We will create a flexible and open university that encourages and supports collaborative working across boundaries and disciplines

”

Modern

THE TIMES
THE SUNDAY TIMES

University
of the Year



UNIVERSITY OF
LINCOLN

Dynamic Engaged People Plan

THEME 5 WELLBEING



“

Our facilities will support the wellbeing, productivity and lifelong development of our students and staff

”

Modern

THE TIMES
THE SUNDAY TIMES

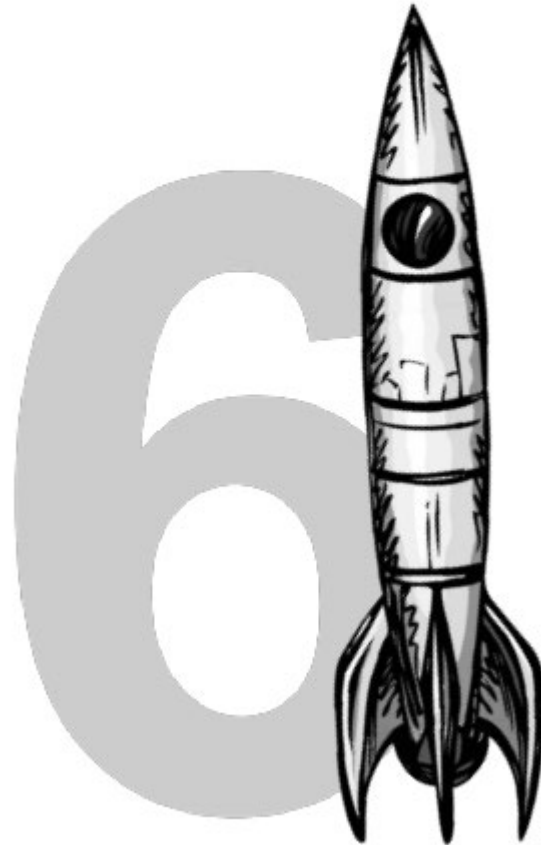
University
of the Year



UNIVERSITY OF
LINCOLN

Dynamic Engaged People Plan

THEME 6 TECHNOLOGY



“

We will create positive and enabling environments to support creativity and innovation enabling technologies

”

Modern

THE TIMES
THE SUNDAY TIMES

University
of the Year



UNIVERSITY OF
LINCOLN



Modern **THE TIMES**
THE SUNDAY TIMES
University of the Year



UNIVERSITY OF
LINCOLN

Case Study 1 : Reward Engagement

The problem

- Reward Package has evolved with the organisation so lacked identity
- Few touchpoints with employees post commencement
- Benefits not associated with the employer
- Higher expectation of accessibility
- No engagement tools to keep in touch
- No ability for the employee/manager reward relationship to exist
- Lack of fun so disconnect with the culture



University of Lincoln – Reward Engagement

The solution

- Identifiable as the University
- Dynamic Engagers
- Peer to peer recognition
- Underpinning financial reward mechanism
- A simple standardised overview of each benefit on offer
- Update announcements of new benefits or changes that impact benefits or competitions
- Grouping of like benefits
- Reflection of the culture and labour markets







Travel Centre



[Big Bus Deal](#)



[Halfords Cycle2work](#)



[Car Park](#)



[Car Scheme](#)



[Cyclin](#)



[Linc-On Lifestyle](#)



[Season Ticket Loans](#)

MAP



CATEGORIES

- [Campus Alley](#)
- [Career & Development Centre](#)
- [Family Benefits](#)
- [Financial Wellbeing](#)
- [Lifestyle Discounts](#)
- [Salary+](#)
- [Societies & Clubs](#)





CYCLIN BIKE HIRE

Available to all students
and staff



Bikes are available to hire from the Sports Centre.
Find out more at estates.lincoln.ac.uk/cycling

This is a bike hire scheme ran by the University in partnership with Halfords. The scheme enables individuals to hire bikes on a short or long term basis.

Eligibility:

This benefit is open to all staff and students

Further Details:

There are 90 bikes available for hire from the sports centre
A returnable deposit is required when hiring a bike
The hire cost covers third party liability insurance

MAP



CATEGORIES

Travel

Big Bus Deal

Halfords Cycle2work

Car Park

Car Scheme

Cyclin

Linc-On Lifestyle

Season Ticket Loans





Claire Kennedy
Reward and Benefits

How did this colleague shine? Select the most appropriate

Please Select... ▼

Now tell us what they did.

And tell us - in your own words - a few of the details. Please note, this text will appear on the thank you card.

Please select your ecard



Thank You eCard



Congratulations eCard



Respect eCard



Ambition eCard



Student Engagement eCard



Equality eCard

Submit

Long Service Award

Merit & Achievement Awards

Staff Suggestion Scheme

Reward Catalogue

Thank You



UNIVERSITY OF
LINCOLN

Case Study 2 : Transitioning to DC Pension

The problem

- Threat of DB pensions to longer term financial stability
- DB not always valued as a motivational benefit in employment cycle
- Generational savings habits have changed
- DB contribution levels are making the scheme unaffordable
- Limitation on investment in broader reward package
- Financial wellbeing requires more diversity in savings vehicles
- Financial education hindered



Case Study 2 : Transitioning to DC Pension

The Solution

- Scoping exercise and engagement with Board and Unions
- New subsidiary company created to engage new professional services staff
- DC scheme introduced with matching mechanism
- Financial education programme introduced
- Additional life assurance procured with improved cover
- Broader financial vehicles introduced
- Minimum membership and international restrictions removed



Case Study 2 : Transitioning to DC Pension

The Results




- Now saving £110k per month compared to DB pension
- LifeChoice portal launched
- Workplace ISA launched
- Current account, debt consolidation and pay day advance launched
- DC workshop embedded in to financial education
- No impact on recruitment






Case Study 2 : Transitioning to DC Pension

The Results

This website has been specifically created to support University of Lincoln employees with their financial wellbeing. It includes useful information on things to consider for your lifestyle, along with online tools and support with debt and budgeting.

		
<p>Financial Wellbeing Take control of your finances.</p> <p>Go</p>	<p>Financial Advice Understand the importance of advice.</p> <p>Go</p>	<p>Useful Links Find out more.</p> <p>Go</p>

Stay Connected

		
<p>Twitter Follow our</p>	<p>Instagram Follow our</p>	<p>Facebook Follow us</p>



Additional Team Achievements

- Becoming a more agile employer
- Global professor recruitment campaign
- Associate Lecturer Review project
- Pay Gap Action planning
- Progression of 5 pillars of wellbeing plan
- Armed Forces Gold Employer Recognition
- CIPP Payroll Assurance accreditation
- Communication improvements
- Partnering organisational growth



People focus for 20/21

- **Agility**
- **Outcomes focussed**
- **Wellbeing**
- **Mental Health**
- **Resilience**



Modern

THE TIMES
THE SUNDAY TIMES

University
of the Year



UNIVERSITY OF
LINCOLN

Thanks For
Listening

Modern **THE TIMES**
THE SUNDAY TIMES
University
of the Year

