



SPREP

Secretariat of the Pacific Regional Environment Programme



10th Pacific Islands Conference

NATURE CONSERVATION AND PROTECTED AREAS

Nature Conservation Action for a Resilient Pacific

PEOPLE STRATEGY

Purpose

To be the premier employer in the Pacific Region

Dedicated to providing an inclusive and empowering team culture, that attracts world leading talent, who are encouraged to grow and thrive

Sharing our expertise, knowledge and passion to make positive change, for the benefit of our Pacific communities

Outcomes

1. Culture is Inclusive & Resilient
2. Health, Safety & Wellbeing is embedded across all locations
3. Robust Workforce Plan is Delivered
4. Increased Mastery in Leadership capability
5. Enhanced People Policies, Practices and Ways of Working

Measures

1. Culture & Engagement Survey Results
2. Annual Hazards & Controls Audit / Near Miss & Incident reporting / TRIFR
3. Time to Hire / Annual Turnover & Retention % Year on Year
4. Capability Budget % of Payroll
5. Culture & Engagement Survey Results

Scope: All SPREP Employees

Implementation Approach: Leader and Team led

Review & Report: Y3 and Y5 / 6 monthly

Action	Y1 AND Y2	Y3 AND Y4	Y5
Item 1	People Strategy, Purpose and Workforce Plan Activation & Implementation Readiness Assessment (Who / How / When)	Workforce Plan Priorities: Leadership & Core Functional capability deployment plans & budget Emerging leaders / talent programme designed, piloted, embedded	Succession Plan Review & Capability Plan Reset
Item 2	Culture Workshops - Values & Behaviours & Recognition Framework	High Performing Teams Framework & Future Ways of Working	Culture Survey Results & Reset
Item 3	Establish H+S Committee with H+S training for Staff Representatives H&S work plan - key initiatives (WLB Policy / Hazards Risks & Controls Register by location)	H+S Audit / mid Strategy review, check and adjust priorities for go forward H+S work plan Refresh H+S Committee membership & train new Staff Representatives maximising staff H+S capacity	Wellbeing & Resilience Survey
Item 4	Policy – review priorities (Recruitment / Remuneration / Housing / Medical Insurance coverage / Diversity & Inclusion / Delegated Authority)	Policy – review priorities continued	External Benchmarking Review

Our Values and Culture

TRIFR: Total Recordable Injury Frequency Rate Formula = number of incidents x 1000000 / total number of employee hours worked