



2nd Executive Board Meeting

2 – 4 September 2020

Agenda Item 9.5: People Strategy

Purpose of paper

1. To seek the Executive Board's endorsement of the Secretariat's People Strategy as required by Organisational Goal 5 of the SPREP Strategic Plan.

Background

2. The SPREP Strategic Plan 2017-2026 highlights the need for the Secretariat to strengthen and realign its institutional capacities, competencies and systems to support delivery to its members. Organisational Goal 5 of **SPREP has access to a pool of people with the attitudes, knowledge, and skills to enable it to deliver on its shared regional vision** focuses on SPREP's people as its most important resource. The development of a People Strategy was considered and agreed by the Secretariat as a key deliverable of its Performance Implementation Plan to support the achievement of this Goal.
3. The Secretariat recognises the importance of this Strategy in setting the strategic direction and guidance of its people management approaches particularly during the on-going global Covid-19 pandemic and in the context of a rapidly changing global employment market and is therefore appraising the Executive Board of progress in this important work.
4. The Secretariat's Senior Management Team initiated the People Strategy process with the development of a Draft Discussion Paper as the basis of consultations across the organisation. An independent consultant has been engaged to collate input from the consultations and prepare an initial draft of the People Strategy that draws on international best practice in innovative people management strategies, good corporate governance, and which addresses organisational needs.

Recommendation

5. The Executive Board Meeting is invited to:
 1. **review** and **endorse** the final draft of the People Strategy.
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