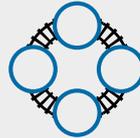


# Human Resources

Human Resources provides support on all people-related issues, and is responsible for attracting, recruiting and enabling a safety conscious and high-performing workforce.

Our delivery plan is built around our people strategy, which is linked to the four service values that form Network Rail's vision for Control Period 6.

Our vision is to be a company that is on the side of passengers and freight users; that is easy to engage with and a dependable partner; a company people are proud to work for; instinctively recognised as an industry leader.



## Network Rail purpose

Connecting people to places and goods, driving economic growth



## People objectives

- To enable and engage our people to do the best job they can, in turn supporting the business to achieve its objectives.
- To create an environment where people can truly say "I'm doing my best work and have the best boss I've ever had".
- To be industry leading in all we do when it comes to our people.
- To support the embedding of a customer service culture at Network Rail.



## Strategy

We will realise our people objectives through achieving nine ambitious outcomes for, and with, our people. Network Rail will:

- Be a place people are proud to work.
- Prioritise mental health and employee wellbeing, and support and develop resilience in its people.
- Have an environment that enables everyone to reach their full potential.
- Lead the way in making the rail industry more diverse and inclusive.
- Attract, develop and retain dedicated and committed people.
- Be a place where people feel safe, looked after, and treated with dignity and respect.
- Encourage great leadership, and be a place where there is mutual trust and respect between line managers and employees.
- Lead the industry in planning for and developing skills to meet the future needs of the railway.
- Be one of Britain's best employers.



## Audiences

Current and potential employees.



## How

- An overarching people strategy, alongside a number of national people processes delivered across the business consistently.
- In collaboration with regional and functional colleagues, trade union representatives, and our suppliers, improve and deliver people services that enable the business to focus on putting passengers first.
- Through the delivery of improved services, develop an operating model for HR that supports the business and fosters a customer-centric culture.