

# Our people

## Attracting and retaining talented people

Our people are central to our business and the best way for us to deliver excellent service is to ensure that we engage, motivate, train and take care of our employees. Ever since we became an independent company in 2010, we have worked hard to ensure that UK Power Networks is an employer that the best people want to join and where they stay to build their careers.

The scale of our success in this area is demonstrated by two objective measures. First, we are delighted about our repeated appearance in the Sunday Times Top 25 Best Big Companies to Work For, especially as we are the only distribution network operator to appear on the list. Our Gold Award from Investors in People is also a source of particular pride. To quote the assessor’s report, ‘Gold recognition is an excellent achievement for any organisation; it is particularly impressive given the level of change and relative newness of UK Power Networks as an organisation.’



**Sammy-Jo Evans**  
One of our apprentices took the **Rising Star Award** at this year’s Utility Week Stars Awards. Sammy-Jo is top of her class, and she has recently been assigned to more challenging work earlier than usual to stretch her capabilities.

### Talent highlights

We strive to recognise and develop our people through various events and programmes:

- > Our annual **‘Living our values’** awards are designed to recognise employee achievements within the business that demonstrate our vision and values
- > The **Supported Studies Programme** provides financial assistance to employees and enables them to undertake further education. 174 employees received funding last year
- > Our **New Leaders Programme** is aimed at new managers and leaders within the business. The programme helps to provide them with support and development opportunities to excel in their new role
- > Our **Future Leaders Programme** is aimed at developing potential leaders and creating opportunities for them to grow and learn. This year, five of our future leaders visited Canada on a business fact-finding mission to learn and share ideas with other global utilities



**Cricket Match: Directors vs. Employees**  
Employees took part in the annual UK Power Networks cricket match against the executive management team. This was an excellent opportunity for employees and directors to get together in a fun and informal setting.

### Safety

We want everyone who works for UK Power Networks to come home from work safe and sound. We are continually scrutinising the safety aspects of how we work, and it is not only when things go wrong that we pay attention. We also examine just as closely every occasion when things have nearly gone wrong. In other words, we take every opportunity we can to learn and continuously improve our processes to safeguard our employees and the public.

### Training and development

We are committed to learning and development and that goes for every level in the organisation, from an apprentice cable jointer to the senior management team. We want to make sure that our people are equipped to do the best job they can. We train our technicians so that they are skilled and up to date. And our development programme has a clear focus on building the quality of leadership in UK Power Networks; our leaders are required to be focused, accountable and visible.

### Engagement

We are strong believers in the power of communication to help our employees understand the overall objectives of the organisation and the part they play in achieving them. This is a two-way process and everyone is encouraged to air their views on the best way forward. We have many and varied ways of sharing ideas and plans such as video presentations by the CEO, newsletters and magazines as well as face-to-face meetings and employee forums.

### Diversity and inclusiveness

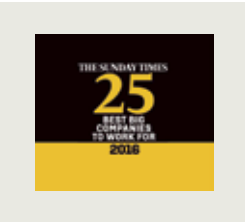
UK Power Networks fosters an increasingly open and transparent environment in which to work. This helps everyone who works here to understand and contribute to achieving our shared goals. And we are striving to be a diverse and inclusive employer, not least because we want to be able to benefit from the full range of talent available to us. Our programmes for recruiting and developing talent are designed to ensure that we are reaching, identifying and nurturing an ever-more diverse range of people.



### Training and Development Centre

When she was Secretary of State for Energy and Climate Change, Amber Rudd visited our training centre in Sundridge, Kent to discuss how we train and develop our apprentices. Ms. Rudd observed apprentices receiving training in a variety of craft skills including jointing, fitting, and overhead lines, and she also participated in practical activities including an inspection of an overhead line and a descent in a mobile work platform.

## Awards



UK Power Networks again featured in the Top 25 Best Big Companies to Work For – the only distribution network operator to do so.



This award recognises high-performing, high-achieving organisations that put people at the heart of their success.



We are proud that our colleague Lynne McDonald was named Engineer of the Year, an award for the brightest and best female achievers in the industry.



In 2015 UK Power Networks received three Utility Week awards, including Utility of the Year. We were recognised for the improvements we made across the business.



We received the Industry Innovation Award for implementing an innovative technology which plays a vital role in developing a sustainable environment.