People

providing a great place to work

Our customers rely on our people for help and our equipment does not run itself. Attracting, developing, retaining and partnering with the best talent underpins our business. Modern practices and our approach to leadership, wellbeing and community engagement create a safe, balanced and rewarding workplace. We need to provide our people with the skills, equipment and the autonomy to create a truly exceptional customer experience.
People

Conduct staff surveys and build on feedback to develop new diversity and inclusion programmes.

Live by our values in providing a great place to work. We will create a new learning and development Centre of Excellence and identify and deliver appropriate and relevant training for all employees.

Maintain our sector leading performance in health and safety and deliver on our zero accidents ambition. In addition to our legal obligations to successfully manage our work related health and safety risks, our wellbeing programmes promote employee health, improve staff attendance, and ensure we attract and retain great people. We will help and support staff in maintaining good health and wellbeing.

Develop partnerships with schools, universities and colleges to identify and attract top graduate talent from different academic disciplines.

We have recruited a number of graduate engineers in different areas of our business. The graduate engineers have the opportunity to work at different site locations and we support them in gaining a professional engineering qualification.

The digital revolution, like the industrial revolution over a century and a half ago, is reshaping the way we live our lives and the way we work. The revolution is driving a competitive talent market, a shifting talent model where employees and contract workers sit side by side, and a workforce that expects the same level of individuality that they receive as consumers.

Our programme complements the Northern Ireland School Curriculum and has educated over 100,000 water whizz-kids. We also promote a water saving School Curriculum and has reached over 100,000 school children. We also promote the value of water message to them.

We will conduct staff surveys and build on feedback to become ‘best in class’ confirming NI Water is a great place to work.

Create a new learning and development Centre of Excellence and identify and deliver appropriate and relevant training for all employees.

Develop new diversity and inclusion programmes across a broad diversity spectrum.

Build a new Apprenticeship Academy that will offer lifetime career opportunities in the water sector and which is recognised as best in class.

Happy, safe and healthy people

We strive towards ‘zero harm’ for employees, contractors and customers. We will maintain our sector leading performance in health and safety and deliver on our zero accidents ambition. In addition to our legal obligations to successfully manage our work related health and safety risks, our wellbeing programmes promote employee health, improve staff attendance, and ensure we attract and retain great people. We will help and support staff in maintaining good health and wellbeing.

For more than a decade, our multi-tiered educational programme, with a focus on school children, has delivered a comprehensive series of campaigns, tailored specifically in terms of message, delivery mechanism and language to different audiences - young people, families, businesses and the wider community. Our programme complements the Northern Ireland School Curriculum and has reached over 100,000 school children. We also promote the responsible use of water and how it can contribute to a healthy lifestyle. We will continue to invest in educating the community by taking the value of water message to them.

Creating a legacy for our communities

Over 1,000 colleagues have participated in our Cares Challenge volunteering programme – making it one of the largest corporate volunteering schemes in Northern Ireland. Not only does this activity help local charities and not for profit organisations, but it also develops the skills of our people. We will promote employee volunteering schemes and other local initiatives to develop our people and benefit our local communities.

Staff volunteering at Crosskennan Lane Animal Sanctuary, County Antrim.

Summary actions

• Conduct staff surveys and build on feedback to become ‘best in class’ confirming NI Water is a great place to work.

• Create a new learning and development Centre of Excellence and identify and deliver appropriate and relevant training for all employees.

• Develop new diversity and inclusion programmes across a broad diversity spectrum.

• Build a new Apprenticeship Academy that will offer lifetime career opportunities in the water sector and which is recognised as best in class.

• Maintain our sector leading performance in health and safety and deliver on our zero accidents ambition.

• Help and support staff in maintaining good health and wellbeing.

• Develop partnerships with schools, universities and colleges to identify and attract top graduate talent from different academic disciplines.

• Promote employee volunteering schemes and other local initiatives to develop our people and benefit our local communities.

• Continue to invest in educating the community by taking the value of water message to them.

• Live by our values in providing a great place to work.

How will we measure progress?

We will measure progress by tracking delivery of the summary actions and the strategic performance indicators:

- Externally recognised as a great place to work
- External recognition for developing our people
- Employee engagement score
- Reduction in health and safety incidents
- External recognition for our work with our communities

Thriving people and communities

Summary

We have recruited a number of graduate engineers in different areas of our business. The graduate engineers have the opportunity to work at different site locations and we support them in gaining a professional engineering qualification.