

George Wimpey Plc 2006 CSR Report

Employees systems and processes

Our employees play a vital role in our continued business success. We focus on providing a positive working environment and developing our employees' potential. We update our procedures regularly to comply with legislation, have strict equal opportunities policies and endorse the United Nations' Declaration of Human Rights. We are committed to local employment and our companies in the UK and US recruit predominantly from the areas around our offices and sites.

George Wimpey

- Our Employment Manual, posted on the intranet, covers all aspects of human resources while our Employee Handbook provides guidance for staff. A CD-ROM supports the employee induction process, enabling new employees to familiarise themselves more quickly with George Wimpey UK.
- Every two years, the Work Foundation conducts a confidential and independent staff satisfaction survey on our behalf and provides feedback to the businesses which helps to develop an improvement programme.
- We provide training and development programmes for all employees and we monitor and review the training we offer. Our internal award schemes reward best practice.
- In 2006, we developed an assessment process for identifying outstanding junior and middle managers and helping them to develop the skills necessary for promotion.
- We have committed to qualify our entire UK site workforce under the Construction Skills Certification Scheme (CSCS) by 2010.
- We run a number of schemes to encourage new recruits into the housebuilding industry and to tackle skills shortages. These involve apprentices and management trainees as well as general, technical and marketing graduates. We also run an Apprentice of the Year Award.
- We seek to provide fair pay and comprehensive benefits for all of our staff and each year we send a detailed and personalised Benefits Statement to all salaried staff.
- Our Employee Assistance Programme provides access to two external organisations that assist with confidential counselling and offer advice relating to work concerns.
- Annual appraisals help us to monitor employee performance, identify training needs and establish personal development plans. In addition, we have formal employee consultation committees in all of our UK companies.
- Ongoing consultation with industry bodies, housebuilders and other stakeholders helps us to continuously improve our approach to human resources. We are also a national partner in Business in the Community's Business Action on Homeslessness.

Morrison Homes

- Our Employee Handbook and related company policies describe our approach to human resources and provide guidance for staff.
- An annual employee engagement survey focuses on the commitment of our employees and how this affects how hard they work and how long they stay with us.
- We provide extensive training and development programmes for all employees, including management development and leadership programmes. We introduced a Leadership Summit and a management development programme during 2006.
- In 2006, all managers within Morrison Homes attended a new civil treatment training course. This training programme will be extended to all employees in 2007.
- Our annual internal awards scheme rewards best practice in sales, construction, safety, customer satisfaction and living by our core values.
- We seek to provide fair pay and comprehensive benefits for all of our staff.
- Annual performance reviews and an 'open door' policy encourage employees to talk to us. We also survey new recruits and leavers.
- Our new whistleblower policy helps employees to voice concerns in a safe environment.