

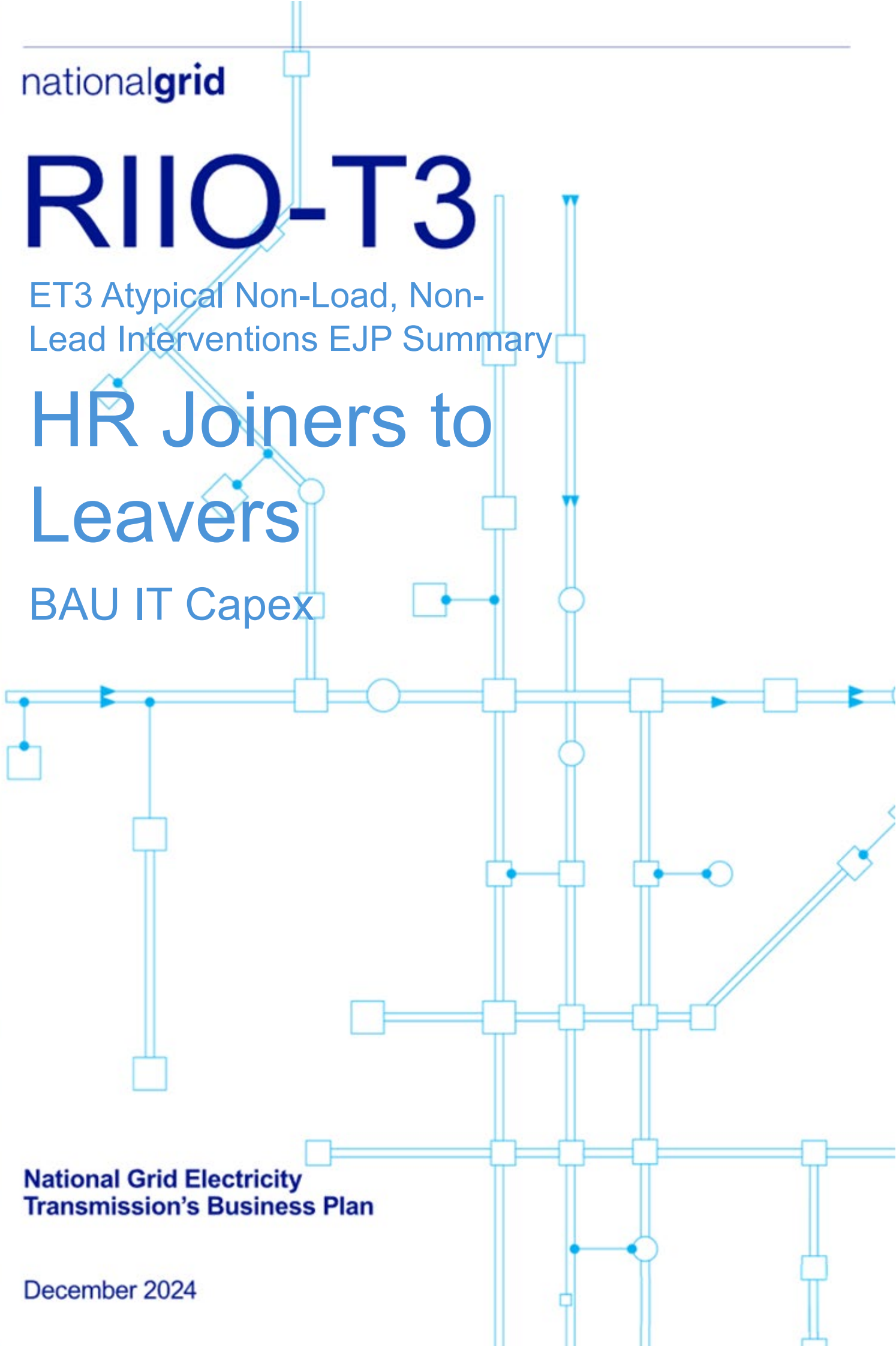
nationalgrid

R110-T3

ET3 Atypical Non-Load, Non-Lead Interventions EJP Summary

HR Joiners to Leavers

BAU IT Capex



**National Grid Electricity
Transmission's Business Plan**

December 2024

HR Leavers & Joiners - Investment Summary

National Grid employs a shared services model to efficiently deliver common support functions such as HR, Finance, IT, Legal, Corporate Affairs, and Procurement to its businesses. This approach enables standardised processes and shared IT platforms, ensuring operational efficiency and cost-effectiveness. This document presents the proposed investment in the People Function for the RIIO-T3 period, focusing on enhancing HR operations and preparing for a significant workforce expansion to meet net zero targets.

Drivers for digital investment

The primary drivers for this digital investment include:

- **Workforce Expansion:** National Grid anticipates a 55% increase in workforce output by 2035, necessitating scalable talent acquisition and management capabilities.
- **Operational Efficiency:** Enhancing HR operations through AI-enabled platforms, process automation, and improved data management to support a growing workforce.
- **Compliance and Security:** Ensuring adherence to legal and regulatory standards, including GDPR, to safeguard employee data and maintain operational integrity.
- **Employee Engagement:** Improving employee interaction and engagement through advanced digital platforms, enhancing overall employee experience and satisfaction.

Options considered

Several options were evaluated to determine the best approach for the People Function Product Enhancements, People Services Platform & Enhancements, and Time, Attendance & Payroll systems including maintain, enhance, deploy new platforms or outsource.

Preferred solution

The preferred solution involves a balanced investment approach across all three areas, focusing on maintaining and enhancing existing systems while incorporating new technologies where appropriate. This approach ensures compliance, operational efficiency, and scalability to support the anticipated workforce growth.

Timeline

The project will employ a hybrid methodology combining Waterfall and Scaled Agile Framework (SAFe) approaches to balance structure and flexibility. Key milestones and delivery objectives are outlined delivery across RIIO-ET3

Conclusion

The proposed investment represents a strategic and necessary commitment to modernising National Grid's People Function. This investment will support the anticipated workforce expansion required to meet Net zero targets and deliver on National Grid's ambition to be the best place to work in the electricity sector. By leveraging AI-enabled platforms, optimising HR operations, and ensuring compliance with legal and regulatory standards, the investment supports continuous improvement across critical employee lifecycle processes. Ultimately, this investment underpins National Grid's ability to meet its ambitious goals while fostering a thriving, future-ready workforce.