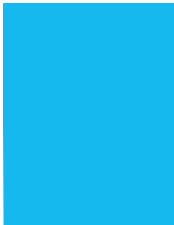


# PPPs in the Renovation of the Palais des Nations

## Labour/Staffing Issues in PPPs



**Presented by:** Karan Mangroo, Lend Lease  
**Event:** 5<sup>th</sup> Session of the UNECE Team of Specialists on Public-Private Partnership (TOS-PPP)  
**Date:** 5 February 2013 at Palais des Nations



# Labour/Staffing Issues in PPPs



## Introduction

1. Transferring Staff from the Public to the Private Sector
2. Challenges, Benefits and Approach
3. Transition: Smoothing the Path

## Questions and Answers



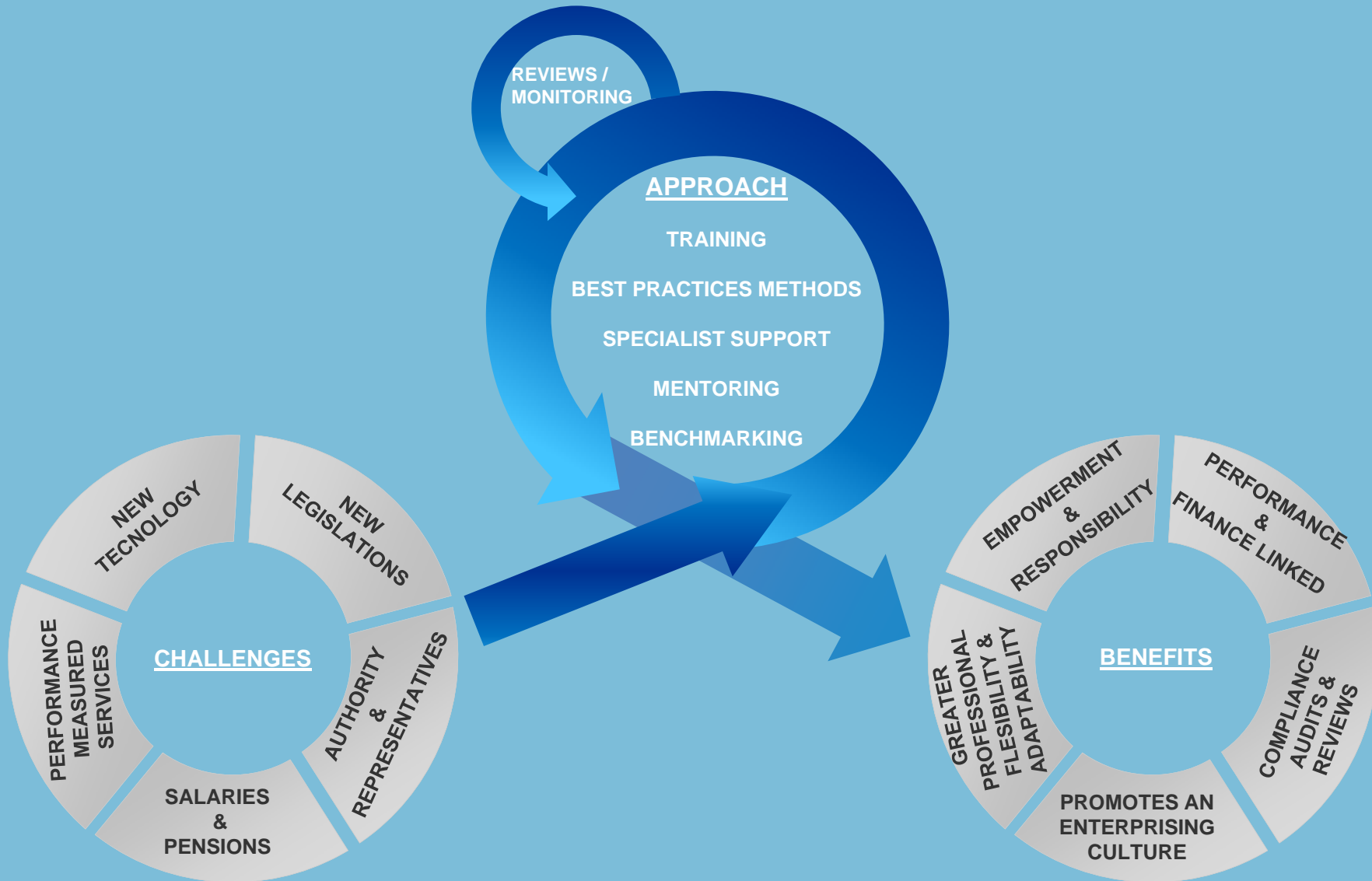
# Labour/Staffing Issues in PPPs

## 1. Transfer of Staff from the Public to the Private Sector



# Labour/Staffing Issues in PPPs

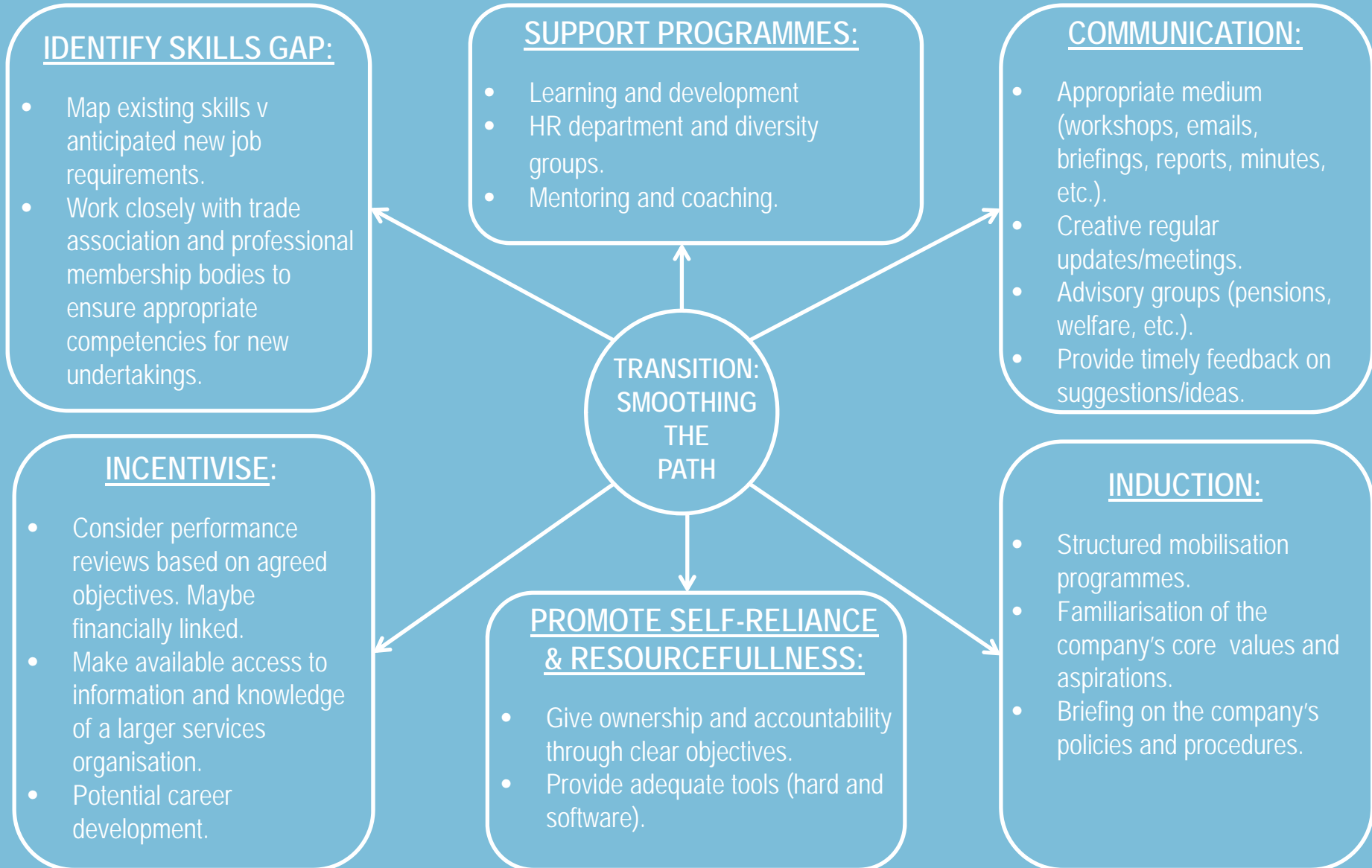
## 2. Challenges, Benefits and Approach



# Labour/Staffing Issues in PPPs



## 3. Transition: Smoothing the Path



### IDENTIFY SKILLS GAP:

- Map existing skills v anticipated new job requirements.
- Work closely with trade association and professional membership bodies to ensure appropriate competencies for new undertakings.

### SUPPORT PROGRAMMES:

- Learning and development
- HR department and diversity groups.
- Mentoring and coaching.

### COMMUNICATION:

- Appropriate medium (workshops, emails, briefings, reports, minutes, etc.).
- Creative regular updates/meetings.
- Advisory groups (pensions, welfare, etc.).
- Provide timely feedback on suggestions/ideas.

TRANSITION:  
SMOOTHING  
THE  
PATH

### INCENTIVISE:

- Consider performance reviews based on agreed objectives. Maybe financially linked.
- Make available access to information and knowledge of a larger services organisation.
- Potential career development.

### PROMOTE SELF-RELIANCE & RESOURCEFULNESS:

- Give ownership and accountability through clear objectives.
- Provide adequate tools (hard and software).

### INDUCTION:

- Structured mobilisation programmes.
- Familiarisation of the company's core values and aspirations.
- Briefing on the company's policies and procedures.

# Labour/Staffing Issues in PPPs

## 4. Questions and Answers

