

vgc



VGC Innovations Portal

**You said,
we did**

go beyond

vgcgroup.co.uk



Thank you for your suggestions in the Innovations Portal over the last year.



We receive a lot of suggestions and we like to dedicate the appropriate amount of time to research the feasibility and execution of these ideas.

Below is a report covering innovations submitted between November 2022 and October 2023.

Benefits

Your Suggestions

“A rewards type portal for staff members to help save money on day to day purchases.”

“Well-being/gym memberships/regular classes. It may be helpful for staff for a gym subscription/monthly allowance towards a gym membership/regular class or discounts.”

“I feel our Maternity options could be better for VGC employee's, especially as we have a lot more women in this company it would be a great benefit to show diversity and stability.”



Our Actions

Following an extensive review of the market, in September 2023 we launched our flexible benefits platform 'Flex Genius' for head office based staff.

We have increased the core benefits so that everyone has pension, life insurance based on four times salary and medical cash plans as a minimum. We have also put in place flexible benefits that can be used based on personal need. This includes being able to increase pension contributions, buy and sell annual leave, retail and gym membership discounts as well as salary sacrifice options for ride to work schemes and electric cars.

In 2024 we will be introducing salary sacrifice for pensions as well.

All these benefits will ensure that people have more money in their pockets, provide more security and hopefully provide enjoyment to our employees and their families.

In terms of maternity offerings enhanced maternity pay is available for those taking maternity leave. We have ensured that details of this are easily accessible in the benefits platform.



Health and Well-being

Your Suggestions

“Safety and Well-being give us a license to operate. Without them we will not win work, we will have an unhappy workforce and a high-risk business. There are a lot of fads at the moment and mental health first-aider training has minimal effect. I propose we give our workforce access to information to help them through difficult times.”



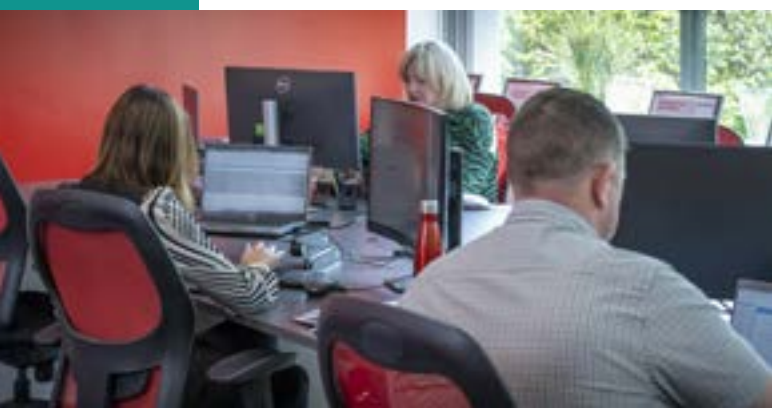
Our Actions

VGC have an Employee Assistance Programme (EAP) with BUPA to support our employee’s mental health and well-being. The programme can be used for helping to support you during periods of difficulty and also to help you maintain good mental health resilience on an ongoing basis. Through the provision you have access to talk to a counsellor in confidence as well as online resources such as CBT.

As part of the flexi benefits package you also have access to the health cash benefit plan, which is an insurance policy fully funded by VGC which allows you to claim money back, up to set limits, towards the cost of your essential healthcare, as well as providing access to valuable health and well-being services. The HR department have run lunch and learn sessions on both the EAP and the benefits platform, and will continue to run regular comms and updates on these.

Site staff have access to project specific EAP schemes, and Construction Helpline and Lighthouse Club offer further assistance.

We have run several campaigns throughout the year to highlight these resources to both site and office based staff including mental health awareness week and suicide prevention day. HR, HSQE, and mental health first aider teams will continue to work with the marketing department to communicate these resources to the workforce.





Digital Transformation

Your Suggestions

“Digitalisation of VGC both Labour and Projects.”

“Information uploaded directly to a share point or VGC portal where the information is saved reducing the use of paper, ink, fuel, time wasted, environmental impact, user friendly, increased compliance, remote assurance checks.”

Our Actions

We have launched our digital transformation team this year, who are working hard on all aspects of digital infrastructure, currently the new PUMP system. Updates on this project are posted regularly on Yammer.

In 2023 we recruited a digital transformation manager and team to manage the implementation of our new recruitment/ resourcing database and our new timesheet pay and bill system. The team have procured new system, recruited digital champions across the business to support the understanding of business operations and aspirations and are working on creating the structures, testing and implementation plans.

Over the next 12 months we will be investing over £1m in digital innovation. When operational, these systems will speed up the recruitment and payroll processes, automate a huge number of manual processes, reduce the likelihood of compliance risks, and create real time reporting. These market leading systems will enable to us be on a continual journey of digital transformation in the future.



Other Requests

Your Suggestions

“Please can we have a section on VGC Connect for all staff to access current presentation versions and the current colour palette.”

“I would like to incorporate a QR code on to email signatures and business cards so that when scanned it creates an address book entry in peoples phones instantly. The number of meetings I’ve been to where people just take pictures of business cards instead of taking the physical card itself suggests to me that cards are outdated. It would mean all info is directly on someone’s phone, including the VGC logo, mobile number, email address, company website and company social links.”

Our Actions

The brand guidelines, slide decks, recent photographs, and other marketing materials are stored in the marketing page of VGC Connect. There was a lunch and learn on new brand guidelines run this year.

We are developing and testing QR business cards and assessing their cost and resource viability. QR codes to register for work have been created and will be updated at the launch of the new website this year. If you need access to this please contact marketing.

Thank you to the teams that supported the delivery of the suggestions submitted.

We encourage both site and office based staff to continue to submit their suggestions where they will be reviewed by business performance and relevant departments, you can do here:

www.vgcgroup.co.uk/staff/forms/innovations/

For more information on the Innovations Portal please contact **Christina Donaghey**.

