

BBC Resources

- Over the last two years BBC Resources' strategy has been significantly affected by the BBC's attempt to sell the company
- Essential operational restructuring was put on hold
- Following the BBC's decision not to sell the Studios and Post Production businesses, the smaller, retained BBC Resources needs to take the appropriate restructuring actions in order to remain profitable
- Restructure the BBC Studios and BBC Post Production closing non commercial operations
- Restructuring the business now keeps all options open allowing us to explore new opportunities to avoid closure
- The resized business will be in a healthier shape to create a sustainable strategy and address new business opportunities

BBC RESOURCES

Developing our People for the Future

- The BBC Resources Board believes that, provided we take the necessary short to medium term actions needed to right-size the business, we could secure a future as London's principal facilities business.
- The future for BBC Resources will be different but our promise to those people who stay with the Company is that we will invest in them to ensure they have the skills and capabilities for the future.
- We will also invest in supporting the managers who will play a key role in helping our people through the current climate of uncertainty.
- We intend to ensure the culture is based on openness and inclusivity, which encourages sharing and allow great ideas to emerge from every part of the Company.

Managing the change across BBC Resources

- Changes will be undertaken in full consultation with the Unions and staff.
- We must retain people with the right skills and experience for a successful future.
- We'll seek to avoid compulsory redundancy where possible by seeking volunteers, redeploying or retraining staff but opportunities will be limited.
- We know our people want us to get moving as they have been living with uncertainty for some time now. We will do everything we can to ensure we move as quickly as we can to allow people to get to certainty about their personal future but the scale of the changes will mean this takes longer than some of our people would like.
- We will now canvass for volunteers through a 'preference exercise'.
- If we do not get the right balance of volunteers to achieve the changes we will have to move into a selection for retention exercise. If we do this we will consult with the Unions on the process we plan to use.

Comms Cascade

- All staff email from Mark at the end of the day sharing plans
- Tuesday 2 December onwards – Informal meetings with staff currently working in affected areas
- Thursday 4 December – Lesley McMahon-Hathway will be meeting staff in Birmingham and Bristol
- Monday 8 December - All staff meeting in Studio 8 at lunchtime
- Tuesday 9 December onwards – Formal team meetings with staff currently working in affected areas.
- Ariel, Broadcast, trade press