



**HDA are a Talent Management and Transition Consultancy that develops long-term relationships with clients across the private and public sectors, and has done so successfully for over 30 years.**

Organisations work with us because we are thought leaders, we use innovation and pragmatism to deliver against their objectives, we offer client relationship flexibility, we have an uncompromising outcomes focused approach to everything we do, and we keep our promises.

In the Career Transition area of our business, we are working on a number of large scale projects that span the width and breadth of what we call the **Transition Life Cycle®** (see diagram). We are suggesting that outplacement is not, of course, the only area of organisational transition support where we can achieve positive impact with our clients' employees. We take the wider view, so whether that means assessing what good looks like in order to help us make challenging people decisions, or whether we need to empower managers with the tools they need to drive through change, and even re-engaging those people in the wake of transition, we can help. Please contact us if you have any questions on this topic, and in particular if you feel your business could do with a bit of **TLC!**



HDA is a shareholder in and founder member of CareerNet International (CNI) (<http://www.careernet-international.org/>), a network of career transition management and outplacement firms across Europe, North America, South America, Asia and Australasia. Via CNI, we seamlessly support international career needs, adopting local best practice standards, delivered by local experts.



HDA partners with Hemsley Fraser (<http://www.hemsleyfraser.co.uk>) to offer exclusive access to a comprehensive selection of vocational training options across a range of its outplacement and coaching programmes. HDA's Hemsley Fraser catalogue provides access for people in transition to approximately 250 vocational training programmes in 11 learning categories.



**For more information, contact Luke Butcher at HDA: Golden Cross House, 8 Duncannon Street, Strand, London, WC2N 4JF**  
[luke.butcher@hda.co.uk](mailto:luke.butcher@hda.co.uk) / T: (0) 207 484 5065

# Public to Private Sector Career Transition –

## What are the implications following the 20th of October's Comprehensive Spending Review announcement?



© Image attributed to Flickr.com user: Trodel

**In the last financial year (2009-2010), the UK public sector budget deficit hit a record £155bn. October's Comprehensive Spending Review announcement by the Chancellor, George Osborne, is the result of a Treasury-led process to allocate resources across all Government departments, based on Government priorities, while aimed at protecting the economy.**

The headlines from last month's announcements in Parliament are:

- **Whitehall:** £6 billion of Whitehall savings, and the core Cabinet Office budget will be reduced by £55 million by 2014/15;
- **Foreign Office:** savings of 24% via a sharp reduction in the number of Whitehall-based diplomats and back office functions, though the Department for International Development's budget will rise to £11.5 billion over the next four years;
- **Police:** spending will fall by four per cent each year of the spending settlement, while avoiding any reduction in the visibility of police on the streets;
- **MOD:** the defence budget will reach £33.5 billion in 2014/15; implying a saving of 8%, and including a confirmed reduction of service personnel;
- **Local Government:** cuts to local government budgets equating to 25% over the next four years, with overall savings in funding to local councils of 7.1%, together with an end to the ring-fencing of all local government revenue grants from April next year. This will be in conjunction with the devolution of financial control to councils in order to support 2011-12 reforms to local services.

• **Education:** in the short-term Education sees less of the ill effects of the recession. It is over the long-term though that a reduction in spending will be realized, meaning the equivalent of more than a 50% drop in funds available by 2014-15.

• **In addition:** the state pension age for men and women will reach 66 by the year 2020, saving over £5 billion a year starting at the end of the next parliament. However this implies a longer working life for many, and hence more competition for future job opportunities.

What this means to millions of public sector staff and career public servants is that over the next four years, it is anticipated that almost 500,000 jobs will be lost from the UK public sector. At a secondary level of course, this means both tougher times for those private sector businesses with business models largely devoted to supporting public sector contracts, and an added strain to the benefits system. A volatile period follows.

The Government is confident, however, that the private sector (large businesses, SME's and self-employment) will continue to fuel the economic growth that will assimilate the majority of those transitioning from public sector roles.

Career public servants very often cite a commitment to public service and 'Public Sector Values' as the reason for their chosen career, in addition to relative stability and relative job security, (particularly under New Labour), an attractive and stable benefits and retirement platform, and a clear succession path. The challenge for public sector staff, who feel that they

may be impacted by this week's CSR announcement, and who are contemplating the very personal impacts over the coming months and years, is to consider the following very personal questions:

- Am I scared about a volatile future and do I prefer the stability I know, or do I see change as an opportunity to develop myself and take my career forward?
- Do I actively embrace change now (eg. taking any voluntary redundancy offered), or play wait-and-see?
- Do I prefer the stability of what I know or do I embrace embarking on a steep learning curve?
- What is the optimal direction for my career based on my strengths, weaknesses, interests, objectives and commitments to my family?
- What do I have to offer elsewhere in the public sector, or in an alternative sector, whether private or charitable – do I have transferrable skills?
- Do I prefer being an employee or do I anticipate the benefits of being my own boss, albeit that I may not have been my own boss before?
- As a public servant, with a strong commitment to service, can I contemplate a commitment to commercial objectives and attention to business rather than service drivers – ie. Turnover growth, profit maximisation, brand development, etc.

Career Transition partners are well-placed to coach organisations and individuals to contemplate and act upon the answers to these questions.

HDA has worked with thousands of people transitioning their careers within organisations, within sectors, within industries, internationally, and out of employment into a meaningful and economically active retirement. During this time we have assisted and come across many successful people who have effectively transitioned from public sector to private sector roles, to become significant commercial contributors. We have also assisted them to have effectively transitioned from public sector to charity sector roles.

For help and advice around Career Transition, please contact Luke Butcher, Director, HDA Associates by email on [luke.butcher@hda.co.uk](mailto:luke.butcher@hda.co.uk).

"We are very interested to hear opinions from senior people (in the HR community and more broadly) who have successfully experienced this transition, or who have public sector to private/charity sector opinions and success stories that they would like to share. We intend to further develop our world-class online career transition service by adding a series of online videos on the topic, and HDA will be delighted to incorporate interesting opinions and referenced 'success stories' in our articles, case studies and briefings.

Please contact us if you have an opinion that you would like to share with us on this topic. We look forward to hearing from you. **Clayton Glen, CEO, HDA Associates: [clayton.glen@hda.co.uk](mailto:clayton.glen@hda.co.uk)**