



Alliance Agreement



people first

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Why a New Approach?

People First is more than just a HR platform; it represents a new work ethos. After all, what good is cutting-edge functionality if the basics of work are still wrong?

This ethos is embodied by the People First alliance agreement. This establishes a new relationship between employer and employee. It sets the stage for the future of work, and underpins everything we do at People First.

A new approach is needed because the traditional employer-employee relationship is that of a parent and child. Here expectations and demands run one way only – from the employer to the employee. The employer dictates how work will be, while the employee has little say in the matter. We believe this has gone on too long.

The world of work is changing. Instead of the security of a job for life, we now value the freedom and flexibility to realise our own career paths. We're happy to move from one opportunity to another, learning new skills and gaining contacts along the way. People are realising the true value they bring – and with it, the choices they have.

The People First Alliance Agreement

At People First, we believe in open, honest and trusting relationships between employees and employers. We understand that both parties have something to offer the other, and so expectations should run both ways, enabling us all to thrive.

That's why we've created a new blueprint for the employee-employer relationship – the People First alliance agreement.

The alliance agreement supports a healthy work relationship based on mutual respect and trust. Both parties set out what they can offer, and both approach the relationship as equal partners.

This has twin benefits. It gives applicants confidence that they are joining an organization which is right for them. And it enables employers to attract the best talent by demonstrating their commitment to their employees from the start.

The alliance agreement underpins all aspects of People First. Whether it's empowering employees to take control of their own succession or allowing them to schedule check-ins, the alliance agreement creates a culture of openness and trust.



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