



National Audit Office

# Our People Deal

The NAO's Employee Value Proposition 2025

# What is our People Deal?

Our People Deal sets out the key elements of what the NAO offers and what makes the NAO a great place to work. The Deal also describes what we expect of colleagues in return.

We have drafted the four pillars of our People Deal, based on consultation with colleagues about what they value most about working at the NAO. Working with our research partner, Gartner, we have designed the People Deal to be relevant to delivery of the new NAO strategy, attractive to potential new employees in key skills areas and differentiated from other employers.

## Why is this important?

Our people and culture are central to who we are at the NAO, and a core capability that will enable us to deliver the priorities set out in the NAO strategy.

The People Deal is a key element of our approach to attracting and retaining good people. In recruitment, it will help us communicate with potential colleagues what's great about working at the NAO. And internally, it will help us focus our energies on getting even better at what matters most to our colleagues.

# Our People Deal



**Make a unique impact supporting accountability for public spending and influencing positive change**



**Work in an inclusive culture that empowers you and your team to be at your best**



**Develop and grow at all stages of a varied and fulfilling career**



**Feel valued by an organisation that rewards you fairly and cares about your wellbeing**



# Our People Deal – what we offer



## Make a unique impact supporting accountability for public spending and influencing positive change

- Performing an essential role in our democracy, providing independent assurance to Parliament on government accounts and trusted insights on how well public money is spent.
- Influencing positive change in how effectively public services are provided
- Engaging and high-profile work covering the full breadth of public services and that make a difference to society
- Unique access to the inner workings of government and to senior leaders
- High approval ratings from MPs for our work



## Work in an inclusive culture that empowers you and your team to be at your best

- A community of high calibre, motivated colleagues working collaboratively and inclusively across a range of disciplines
- Ambitious diversity and inclusion strategy
- Established diversity mentoring programme
- Diversity of thinking welcomed in our teams
- Many ways to influence how we work, including through diversity networks, people survey, internal consultations and trade union
- Confidential support from 'dignity at work' leads and mental health first aiders
- Leaders and managers supporting everyone to be at their best



## Develop and grow at all stages of a varied and fulfilling career

- Opportunities to become a high performing professional in your field
- Varied and challenging work - opportunities to experience a variety of roles
- Wide programme of learning and development and opportunities to complete external qualifications
- Performance coaches and Performance & Development Plans for all staff
- 40+ hrs each year for personal and professional development
- Hubs and insight teams to build specialist expertise
- Professional qualifications and membership of professional bodies
- Secondments to Parliament and other organisations
- International audits and opportunities to support audit institutions around the world
- Coaching faculty to support personal and professional development



## Feel valued by an organisation that rewards you fairly and cares about your wellbeing

- Pay regularly benchmarked against the market for competitiveness
- Excellent Civil Service Pension with significant employer contributions
- Wide range of part-time and flexible arrangements to help you balance the needs of life and work
- Competitive annual leave and special leave entitlements
- Support for volunteering, including special leave
- Range of wellbeing benefits, including regular health checks, employee assistance programme.
- Newly modernised office environments in London and Newcastle + provision of equipment to support working from home
- Gym at London office and contribution to gym membership in Newcastle
- Cycle to work scheme