



HR BUSINESS PARTNER OF THE YEAR
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**Janet Gibson,
Diageo Plc**

Janet has been employed in a variety of HR Business

Partner and HR Manager roles over the last 7 years with Diageo Plc, and for 8 years prior to that for IBM UK Ltd. Her key accountabilities are ensuring that the people strategy and business strategy are aligned around: Organisational design, effectiveness and change management, the proactive attraction and retention/management of talent, Capability development and Employee relations/engagement. Major recent achievements have included: Success in the war for qualified Finance talent – reducing annual staff turnover, and associated resourcing/retraining costs from 30% to 10%, via a joined up action plan to improve the resourcing processes/employer brand, package, employee wellbeing, and continuous professional development offered by Diageo.



**Elaine Harley,
FirstScotRail**

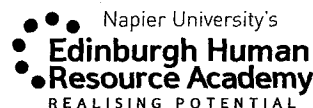
Elaine joined ScotRail's Operations Team in 2003 after an 18-year career in the financial services industry. She transferred to the Human Resources team in

2005, with the specific remit to lead the organisation's challenging preparations to attain Investors in People recognition. Elaine led the project team successfully for more than three years until accreditation was achieved in June 2008. In her current role as HR Business Partner, Elaine is part of a four-strong team tasked with supporting the management team in its people management responsibilities and objectives. Key achievements include:

Delivering an improved Employee Engagement Survey to the First Rail Division - five train operating companies across the UK; Creating and implementing a performance management and development programme across the business.

EMPLOYMENT LAWYER/EMPLOYMENT PARTNER OF THE YEAR

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**Innes Clark,
Morton Fraser**

Innes is head of Morton Fraser's Employment Team

having advised on employment law issues for over 10 years. He advises both employers and employees on a wide range of contentious and non-contentious matters.

Innes places considerable emphasis on building excellent working relationships with his clients and always ensures that advice is tailored to each individual client. As well as being legally qualified Innes is a Chartered Member of the CIPD. Innes has also recently been recognised by Chambers as being a leader in his field. Recent achievements have included leading his Team into new areas including immigration and the London market.



**David Hughes,
McClure Naismith**

David Hughes is a partner in the employment unit of national commercial law firm, McClure Naismith. Based in Edinburgh, David joined the firm in May of this year, having previously led the employment team at HBJ. David has over 10 years' experience practising exclusively in employment law. He has particular experience and expertise acting for public bodies, including registered social landlords and local authorities, and in high value executive exits, in particular in the financial sector and for sports personalities. David also regularly appears in the Employment Tribunal and EAT throughout the UK.

