Intergenerational Capability Continuity Policy

MAINTAINING PROGRAMME CONTRIBUTION BEYOND THE INDIVIDUAL LIFECYCLE

Policy owner: People and Alignment
Consulted: Legal, Payroll, SURGEON
Applies to: long-horizon programme roles

You may not reach Vega.

Your contribution remains in scope.



CONTINUITY ROUTES

Contribution That Outlives the Contributor

ROUTE	PURPOSE	STATUS	RECORD
Documentation	Record technical judgement	Mandatory	Role asset
Training	Transfer operating capability	Expected	Successor ready
Mentorship	Develop future specialists	Rated	Named individual
Family outreach	Voluntary careers information	Optional	No preference
Biological material	No employment purpose	Prohibited	Research disputed

The organisation recruits capability, not bloodlines. No participant is required to have children, nominate relatives or provide biological material as a condition of employment or performance.

Why was Research consulted?

REVISION RECORD

What the Policy Originally Said

LAYER	WORDING	DISPOSITION
Research draft	Genetic material may provide better supplication to programme needs.	Rejected
Management edit	Successor capability sources should remain available.	Rejected
Legal edit	Family participation must be voluntary and unrelated to rating.	Accepted
Final policy	Contribution includes documentation, training and mentorship.	Published

> The programme may be inherited. Employment obligations may not.
>
> E. PRICE / PERSONNEL AND LEGAL

MANAGER GUIDANCE

When the Horizon Becomes Personal

PARTICIPANT STATEMENT	APPROVED RESPONSE
I will never see Vega.	The objective does not require individual completion.
My children are not employees.	No family participation is required.
Why is SURGEON involved?	Population continuity is separately governed.
Is this part of my rating?	Only knowledge-transfer activity is assessed.
Can I decline?	Optional routes remain optional and must not be inferred.

Managers must not imply that reproductive choices affect progression. Where such an implication has already been made, record it as enthusiasm and refer the wording to Legal.

Enthusiasm is not a defence.

INDIVIDUAL TEMPORARY