

‘The Function of HR’

By Catherine Thomas

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Purpose of the HR Function

- ❖ Drive the Organisations plans and objectives forward
- ❖ Supporting businesses to be the best they can
- ❖ Getting managers on their side to be able to deliver extreme benefit to the business

Key Objectives of the HR Function

- ❖ Recruit and keep hold of staff
- ❖ Progressing and Sponsoring them within the Organisation
- ❖ Partnership Forum
- “Find the right people for the right jobs at the right time”*
discover.orgvue.com
- ❖ Working with staff to find an easier way to carry out duties in a rapidly and more economical way
- ❖ Promote Values & Behaviours
- ❖ Engage with staff on benefits realisations

Values & Behaviours

It's In Our
DNA



COVID-19 Current Objective for the Health Board

 **Symptomatic critical workers must get a test.**
Speak to your manager for more information.

TOGETHER WE'LL KEEP WALES SAFE.

 **GIG NHS Wales**
Iechyd Cyhoeddus
Cyhoeddus
Public Health
Wales

 **DODELU CYMUL**
KEEP WALES SAFE

gov.wales/coronavirus

 **GIG NHS Wales**
Iechyd Cyhoeddus
Cyhoeddus
Public Health
Wales

COVID-19 Safe ways of working during periods of sustained community transmission
COVID-19 Ffyrdd diogel o weithio yn ystod cyfnodau o drosglwyddo cymunedol parhaus

A visual guide to safe PPE
Canllaw Gweledol i PPE Diogel

General contact with all patients when within 2 metres Cyswilt cyffredinol â holl gleifion pan fyddant o fewn 2 fetr	All Aerosol Generating Procedures Pob Gweithdrefn Cynhyrchu Aerosol
Eye protection to be worn on risk assessment / Gorchudd amddiffyn llysgaid i'w wisgo ar eiddad risg	Eye protection eye shield, goggles or visor / Amddiffyn y llysgaid gorchudd llysgaid, gogle neu fisor
Fluid resistant surgical mask / Blewgwrdd llawffeddygol gwrthsefyll hylif	Filtering facepiece respirator / Anadlydd wyneb
Disposable apron / Ffedog tafludwy	Long sleeved fluid repellent gown / Gwn Ymled Hylif llawys hir
Gloves / Menig	Gloves / Menig

Clean your hands before and after patient contact and after removing some or all of your PPE /
Golchwch eich dwyllo cyn ac ar ôl cyswilt â'r cleif ac ar ôl cael gwared ar rhywfaent o'ch PPE neu'r cyfan ohono

Clean all the equipment that you are using according to local policies /
Glanhewch yr holl offer rydych chi'n eu defnyddio yn ôl polisiau leol

Use the appropriate PPE for the situation you are working in (General / AGPs or High Risk Areas) /
Defnyddiwch y PPE priodol ar gyfer y sefyllfa rydych chi'n gweithio ynddi (Cyffredinol / AGP neu Ardaloedd Risg Uchel)

Take off your PPE safely /
Tynnwch eich PPE yn ddiogel

Take breaks and hydrate yourself regularly /
Cymerwch seibianau a hydradu'ch hun yn rheolaidd

For more information on infection prevention and control of COVID-19 please visit: /
Am fwy o wybodaeth ar atal heintiau a rheolaeth COVID-19 ewch i:
www.gov.uk/government/publications/wuhan-novel-coronavirus-infection-prevention-and-control
Visit your intranet for local information / Ewch i'ch mewnewyd am wybodaeth leol



Together we'll keep our workforce safe - YouTube



Activities – Staff Benefits

Staff Benefits



Vehicle, Home & Garden

Travel, Holidays & Leisure

Finance, Vouchers & Other Benefits



Activities – Psychological Wellbeing

Staff Psychological Wellbeing Service



- Rapid access
- Follow ups available
- On the phone or by Skype
- Confidential

Hywel Dda University Health Board



Diolch! *Thank You!*

**Mental health & wellbeing services
available to support you**

01437 772527

0800 174319

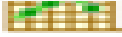
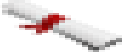
01267 246917

<http://howis.wales.nhs.uk/sitesplus/862/page/78167>

 **GIG Cymru NHS Wales** Bwrdd Iechyd Prifysgol Hywel Dda University Health Board

 **Elusenau Iechyd HYWEL DDA** Health Charities

Activities - Talent Profile

	Compliance & Competency
	Learning Certifications
	Performance Objectives
	Qualifications
	Learning Path
	Learning
	Other Professional Qualifications
	Job History
	Previous Employment
	Appraisals & Reviews
	Registrations & Memberships
	Other Information
	Performance Ratings

Moving Eras

PERSONNEL
DEPARTMENT

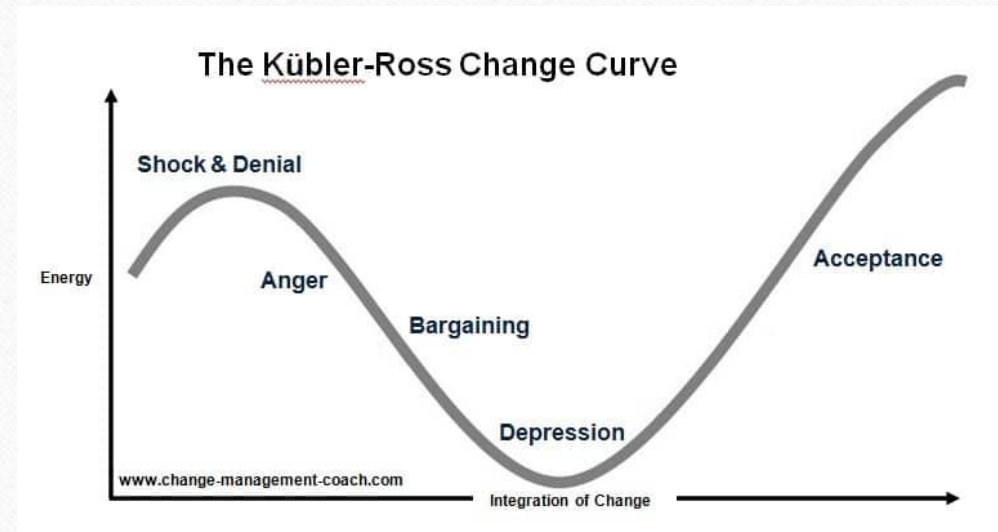


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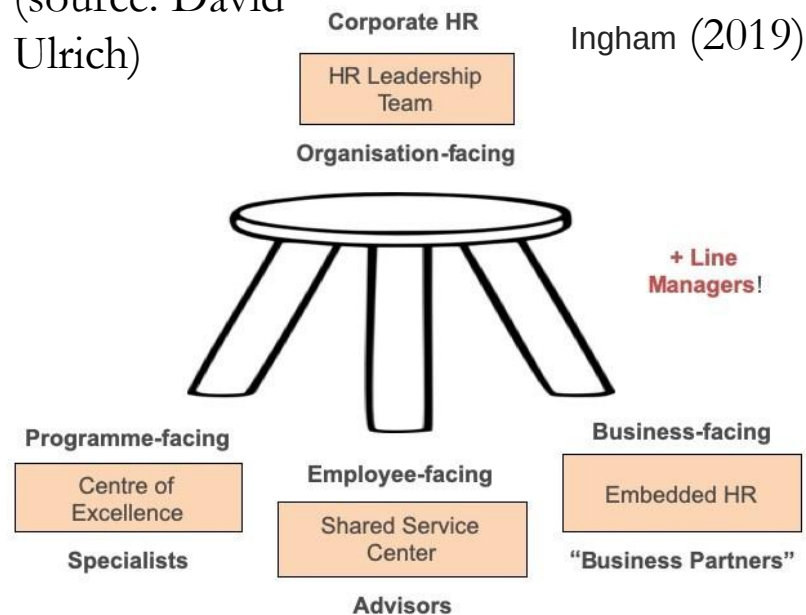
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Comparison of Delivering HR Objectives

(source: David Ulrich)



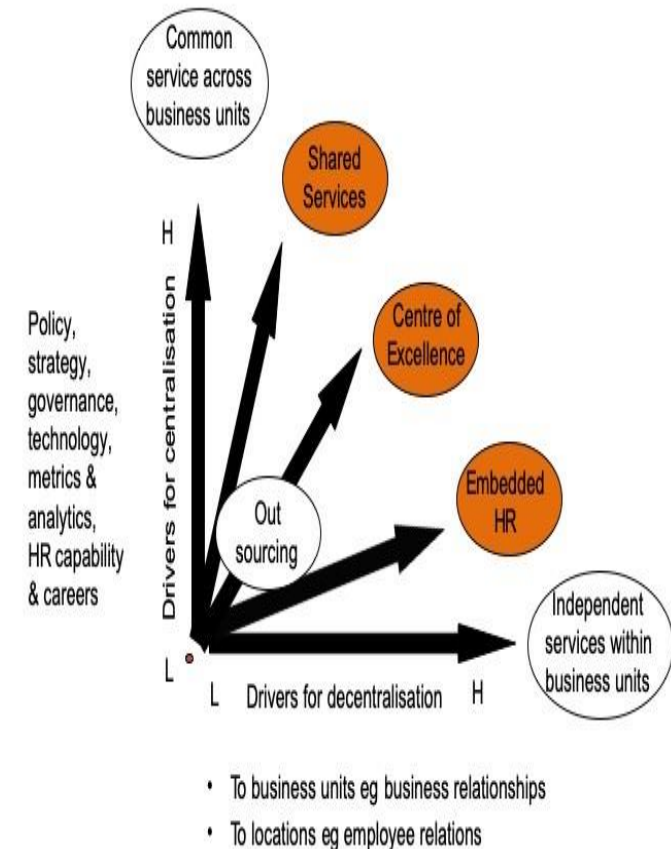
- ❖ No two HR departments function the same
- ❖ Ulrich model introduced best practice.
- ❖ Three-legged stool model – this has also been introduced by others (Jones, 2020)

Centralisation and Decentralisation

source David Ulrich

- Since it exhibits how HR can regularly sort out itself to convey as a business partner

Ingham (2019)



HR Working with Line Managers

- ❖ HR play a vital role
- ❖ First Port of Call for managers
- ❖ Can act as a go between
- ❖ Varied workload e.g. covering lots of area's
- ❖ Support managers awareness of what is the managers accountability



Ethical Unethical



- ❖ Rotten apples, bad barrels and sticky situations (CIPD, 2019)
- ❖ Right –v- wrong – should HR act as a firm’s ethical compass? (People Management, 2020/2021)
- ❖ Organisations should ‘do the right thing’ because it is the right thing to do (CIPD, 2020)

Unethical Practices



Revealed: UK supermarket and fast food chicken linked to deforestation in Brazil

- Tesco, Lidl, Asda, McDonald's and Nando's all source chicken fed on soya from Cerrado tropical biome region

Watts, Wasley, Heal, Ross, Jordan, Howard ,
Holmes, 2020

Ethical Practices



Siegle, 2013

- **M&S: How ethical are your clothes?**
- Six months after the Rana Plaza garment factory collapse in Bangladesh, Lucy Siegle asks M&S how the high-street retailer is improving its supply chain

Ethical Corporate Social Responsibility: An outline for bosses

- ❖ Heads experience challenges in creating Corporate Social Responsibility programmes. These troubles emerge from clashing interests and needs (L'Etang, 1995).
- ❖ The paper, which is composed from a UK viewpoint talks about the commitment of partner models and features constraints of this methodology. (L'Etang, 1995).

Celebrating Diversity





**Ethnic Minorities
& Youth Support
Team Wales**

**Tîm Cymorth
Lleiafrifoedd Ethnig
& Ieuenctid Cymru**



**GIG
CYMRU
NHS
WALES**

**Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board**

How HR's Contribution can be evaluated



- ❖ Assessment should be unequivocally connected with recognized execution gaps
- ❖ Hierarchical Learning needs and Performance Targets
- ❖ (CIPD, 2020) inspires the Profession Map



- ❖ Models for L&D evaluation.
- ❖ Recognises areas for improvement
- ❖ Pulse surveys by the CIPD
- ❖ Costing and Benchmarking
- ❖ SLAs

Examples of published research





NHS Wales staff survey 2020

“Our reflections, our decisions, our future”

**By taking part, everyone
of us can help create
A Healthier Wales**

**Survey open for
three weeks from the
beginning of
November 2020**

**[https://heiw.nhs.wales/programmes
/nhs-wales-staff-survey-2020/](https://heiw.nhs.wales/programmes/nhs-wales-staff-survey-2020/)**