

# THE HR TIMES

Department of Veterinary Medicine

February 2017

## **A big welcome to the Department...**

Holly Wiggins – Qualified Veterinary Nurse – Small Animal and Theatres

Eric Miller – Research Associate with Dr Lucy Weinert

Thank you to all the buddies for the new starters listed above, for making them feel welcome to the Department.

## **Congratulations**

Dr Maciej Guzera has been successful in the role of Clinical Veterinarian in Clinical Pathology.

## **Goodbye to....**

Jinqi Fu

Janice Jermy

Hayley Short

Kathryn Pike

Freya Jephcott

## **Current Recruitment**

We are currently recruiting for the following role in the Department:

Veterinary Radiographer

We are currently recruiting for the following scholarships in the Department:

JCTS in Small Animal Studies

SCTS in Neurology

SCTS in Small Animal Surgery

You can find out more about these roles at

<http://www.jobs.cam.ac.uk>

## Recruitment Stats for 2016

The HR team had an extremely busy year in 2016 and we would like to share with you some interesting facts about recruitment in the Department from 2016.

- We ran 40 staff recruitment campaigns - 23(57.5%) for Hospital staff – 14 (35%) for Research Staff and 3 (7.5%) for Department staff.
- We ran 8 JCTS and SCTS recruitment campaigns
- We had a total of 624 people who applied to work in our Department, and the HR team will have had some form of communication with each of these individuals.
- For the staff roles we interviewed 125 candidates. We had 10.4% of candidates who did not attend after being offered an interview.
- For JCTS and SCTS roles we interviewed 37 candidates. We had 13.5% of candidates who did not attend after being offered an interview.
- 42.6% of our candidates saw the roles advertised on the University's Job Opportunities website.
- 24.5% saw the roles on jobs.ac.uk

We welcomed 50 new staff, and 16 SCTS and JCTS starters to the Department in 2016 – all of whom had a Department induction and were invited to a welcome lunch.

We said goodbye to 41 staff, SCTS and JCTS leavers in 2016.

## Room bookings

A gentle reminder that **all** room booking requests now need to be sent to [roombooking@vet.cam.ac.uk](mailto:roombooking@vet.cam.ac.uk)

For urgent requests, Melissa Large or Emma Deans can be contacted on their direct dials.

Thank you.

## Annual Leave

Good practice for individual's well-being is that annual leave is taken throughout the leave year, and not stored up to be taken in one block. This is a reminder to get your annual leave planned and booked with your supervisors.

## Staff Networks

The University has a range of staff networks and we will be sending regular reminders in the newsletter to highlight these.

February is Lesbian, Gay, Bisexual, Transgender (LGBT) history month so we would like to raise awareness about the Lesbian, Gay, Bisexual and Transgender (LGBT+) staff network who provide support and advice to staff in the University.

The LGBT+ staff network assist the University to progress in the following ways:

- Providing a regular forum for discussing diversity issues at work or study.
- Providing networking opportunities.
- Raising issues in a safe environment.
- Contributing to policy development and implementation.
- Organising social events.
- Arranging events to raise awareness and celebrate diversity
- Informal buddying and mentoring initiatives and links to local LGBT+ communities

If you are interested in joining or supporting the LGBT+ network you can contact either of the below:

Miriam Lynn – E&D Consultant

Craig Brierley – Chair of the LGBT+ network

You can also join the mailing list where you will receive information about events and key updates in the University. This can be done anonymously on the following link:

<http://www.equality.admin.cam.ac.uk/diversity-networks/lgbt-staff-network>

Further information about the LGBT history month can be found at <http://lgbthistorymonth.org.uk/lgbt-history-month-resources/>