

THE HR TIMES

Department of Veterinary Medicine

August 2016

[A big welcome to the Department...](#)

Sheila Campbell – Client Services Administrator

Sally Fabig – Client Services Administrator

Hayley Short – Veterinary Nurse

Caroline Powell – Senior Histology Technician

Dr Jorge Pereira – Research Associate

Thank you to the “buddies” for these individuals for your support in welcoming our new members of staff to the Department.

[ICTS/SCTS](#)

Charlotte Allso – JCTS Farm Animal

Rebecca Nelson – JCTS Farm Animal

Alexandra Jaarsma – JCTS Equine

[Goodbye to....](#)

Ana Pereira Borges

Rebecca Howard

[Congratulations](#)

Dr Michelle Morters has been awarded The Dennis and Mireille Gilling Global Public Health Fellowship from 1 August 2016

[Upcoming Event](#)

The Department BBQ, organised by the social club will be held at lunchtime on **Wednesday 17th August 2016**. Everyone welcome.

More details to follow by email soon.

[Update](#)

A reminder that the Dignity at Work policy has been updated and circulated.

The policy and toolkit are available on the Policies and Procedures section of the HR website at:

<http://www.hr.admin.cam.ac.uk/policies-procedures/dignity-work-policy>

[Leadership, management and feedback courses](#)

The University’s Personal and Professional Development section offers four short on-line courses that may be helpful to you in your role in the Department.

These are:

Leadership essentials: management responsibilities

Effective Staff Review and Development

Giving effective feedback

Managing difficult conversations

You can access the courses at the website link below:

<http://www.ppd.admin.cam.ac.uk/>

You will need to book each course by logging in with your raven email; you will then be sent an email with the link to the course, which you can complete at a convenient time.

Please ask your line manager to let you set aside some agreed time to do these courses in work time.

Equality and Diversity Committee – Feedback

Thank you very much to those of you who completed the mini survey about the HR newsletter and Athena SWAN.

Please see below the highlights:

- 42 responses in total (29 or 72.5% were female)
- 39 of those who responded read the HR Newsletter every month - one free text comment said “the newsletter is a really great idea and it brings everyone in the Department together”
- Some of the ideas for future Newsletters include
 - A feature on “a day in the life of” every month – the HR team think this is a really great suggestion and we are keen to start this from the September newsletter. We would like to cover a range of staff categories at various levels so if you would like to let us know what a “typical day” (including light-hearted aspects!) is for you then please let Natalie know. We are happy for people to write their own “day in the life of”, or have a conversation with Natalie who will assist with editing etc. This is a great opportunity for us to be aware of different roles and areas in the Department we are unfamiliar with, and share some interesting stories!
 - Achievements in the Department – we like to report on achievements we are aware of, and would very much welcome any that you wish to share, so please send any achievements to Natalie.
 - Recipes and crosswords – watch this space!
- 27 people were confident with their understanding of the importance of Athena SWAN in the Department, 15 people were not. The Equality and Diversity Committee will seek to address this. 28 people stated they wanted to be made more aware of Athena SWAN initiatives and would like this via email, seminars and through the HR newsletter.
- Key areas where people felt they had benefitted from Athena SWAN initiatives include the Buddy scheme, Welcome Lunch (new starters), information on training and seminar events, and Research Afternoons
- 26 people stated they had attended training or events following being notified by the Department: the main ones included, Equality and Diversity events/seminars, and Well-being events.

Thanks again to those who participated – we will continue to report back on actions we take following this feedback.

CAMBens Employee Benefits

Just a reminder about the CAMbens scheme and the excellent benefits available to employees.

The University offers employees a wide range of competitive benefits (including discretionary benefits) from health care cash plans to child care, bicycle and car hire schemes to shopping and insurance discounts. There is something for everyone.

If you enjoy going to the cinema, CAMbens will get you a great deal!

- A cinema ticket at Cineworld will cost £6.50 (compared to £10.20 normal price)
- A cinema ticket at Vue will cost £6.40 (compared to £10.49 normal price)

That’s enough for a large popcorn! So don’t miss out – see what you can save today.

<http://www.hr.admin.cam.ac.uk/pay-benefits/cambens-employee-benefits>