

THE HR TIMES

October 2015

Welcome to the Department....

Adrian Baez-Ortega, Bioinformatician in Dr Liz Murchison's research group

Emma Deans, General Office Receptionist

Dr David Price, Research Associate in Dr Olivier Restif's research group

Welcome back to

Avice O'Connor, who returns from maternity leave on 12 October

Goodbye to....

Tess Hoather, who retired on 30 September

Dr Debby Lipschutz

Dr Jon Lyall

Dr Martyn Simmons

New appointments:

Congratulations to Dr Tim Williams, who has taken up the role of University Lecturer in Clinical Pathology; and to Harriet Wooley, who stays with us as First Opinion Equine Veterinarian

Promotion:

Congratulations to Dr Simon Frost, who has been promoted to a Readership, and to Dr Gareth Pearce, promoted to Senior Lecturer

Current recruitment

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

- The Dennis and Mireille Gilling's Global Public Health Fellowship
- Research Associate in Computational Biology/Bioinformatics
- Research Associate in Microbiology/Molecular Biology
- RCVS Listed and Qualified Veterinary Nurse

Anyone who is interested in these roles can find out more at <http://www.jobs.cam.ac.uk/>

Personal notices/Achievements

On 1 October Professor Michael Herrtage achieves 40 years' service in the Department. Mike claims he didn't receive a contract until 1996! We think he did receive it in 1975, and that it is in his office somewhere.....

Sam Stevens (equine) will be running the London Marathon 2016 to raise funds for the Veterinary School Trust. Sam has some other fundraising ideas in mind, and will let you know about them soon.

Current HR initiatives

Induction

The Department's HR team, Julie, Natalie and Melissa, are currently working on developing the HR induction that new starters receive when they first join the Department. Successful induction plays a crucial part in ensuring an individual feels welcome and receives the important information he or she needs in order to make a positive, efficient and effective contribution to the Department. We are gathering feedback from the inductions we deliver, and are keen to hear any feedback or suggestions anyone can provide in order to enhance the success of the HR induction. Please give your thoughts to Natalie on nw366@cam.ac.uk

Staff Review and Development

Another key area the HR team are focusing on is the Staff Review and Development Scheme. In order for all of us to feel motivated, valued and productive in our roles, we need to receive feedback on our performance, set ourselves some achievable objectives, and discuss our career and development plans.

The HR team are here to give guidance, support and assistance in order to ensure that everyone in the Department receives a review. More information will follow soon.

Reminder: Equality & Diversity training.....

The Department is currently at a 64% completion rate for the Equality and Diversity Training. We want to get to 100% (not that we are at all competitive).... if you have not yet completed it, please do your bit to enable us to say we have a 100% completion rate for this important and interesting training.

The web link you need to follow is:

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

then click on E & D online training (right hand menu) and log in using your Raven password

Thank you!!

Buddy Scheme

We would like to say thank you to those of you who have agreed to be “buddies” for our new starters to the Department. The buddy scheme is something we are very keen to promote and we will be getting feedback on the scheme from those buddies and new starters to evaluate the positive outcomes of the scheme.

Having a “buddy” can really benefit someone new to the Department – to give them a friendly face to ask questions to or have the occasional coffee with.

We would really welcome more volunteers to take on this positive and rewarding role. Please email Natalie on nw366@cam.ac.uk

HR Newsletter

The HR Newsletter is a new initiative we have introduced to keep you all informed of staff movement within the Department, success stories and useful information about forthcoming initiatives or events.

We would really like people to contribute to the Newsletter, so if you have any information or stories you wish to share please let Natalie know on nw366@cam.ac.uk