

THE HR TIMES

Department of Veterinary Medicine – October 2019

Welcome to



Joel Nuno Freitas da Silva, Clinical Cardiologist



Julia Riggs, Small Animal Staff Surgeon



Bethan Ellwood, Junior Clinical Veterinarian in Anaesthesia



Armando Sanchez Lara, SCTS in Small Animal Medicine



Diana Gander Schulze Ferreria Soares, Junior Clinical Veterinarian in Small Animal Orthopaedics

Goodbye to

- ❖ Riccardo Scotti – Research Associate
- ❖ Lauren Dee – Theatre Nurse
- ❖ Catherine Rolfe – Clinical Skills Centre Manager
- ❖ Simon Frost – Professor of Pathogen Dynamics
- ❖ Kristina Lehnus – Clinical Anaesthetist

Current Recruitment

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

- ❖ Building Services Co-ordinator
- ❖ Clinical Specialist in Small Animal Surgery (Orthopaedics)
- ❖ Clinical Veterinarian in Oncology
- ❖ Junior Clinical Veterinarian in Small Animal Cardiology (Service Intern)
- ❖ Principal Clinical Oncologist
- ❖ SCTS in Small Animal Surgery x 2
- ❖ Specialist Nurse in Anaesthesia
- ❖ Veterinary Nurse – Small Animal Theatres
- ❖ Veterinary Nurse – Small Animal Wing (24/7 Nursing)

You can find out more about these roles at <http://www.jobs.cam.ac.uk>

Christmas Closure

This year the department will close on Tuesday 24 December 2019 at 5.15pm and will re-open on Thursday 2 January 2020.

You may of course request annual leave on one or both these dates. Please agree this with your supervisor or PI prior to making any arrangements

HR Updates

CPS Pension Changes (Flexible Retirement)

From the 1st October 2019 there are changes to the CPS pension scheme which enable members of the scheme (assistant staff) who have reached minimum pension age of 55 to draw their full pension whilst continuing to work at the University. If you would like further information on this, please visit the Pensions website [CUACPS-flexible-retirement](#)

National Pay Award

The draft pay settlement has been approved by the University at 1.8% for employees on points 29 and above, with higher increases for lower points, with effect from 1 August 2019. Please see [Annual Pay Review](#) for further details.

Improved Emergency Leave for Dependants

The University recognises the challenges faced by employees who have responsibility for children or older dependants when, for example, childcare provision is unexpectedly unavailable or there are other unexpected changes of circumstances.

In response, provision is being extended with effect from 1 October 2019. The changes include up to 5 working days' paid leave in any rolling 12-month period (pro-rated for part-time employees), with a limit of 2 working days of paid leave on any single occasion. Please see further information in the [Special Leave Policy](#) and relevant [Staff Guides](#) available from 1 October 2019.

Dates for your diary

- Annual Race Equality Lecture – 14 October
For more information please click [here](#)
- SPACE Network Event – listening to parents and carers – 29 October
For more information please click [here](#)
- Welcome to LGBT+ at Cambridge 31 October
For more information please click [here](#)
- 29 October International Men's day - 19 November 2019
(More information coming soon)

World Mental Health Day (10 October 2019)

A reminder that the HR Team are holding a "Tea and Talk" event in the Staff Room from 10am to 12pm on the 10 October 2019 for World Mental Health Day.

This year we have invited a speaker from the **Cambridge and Peterborough NHS Foundation Trust** who will deliver a talk on [mental health awareness](#) and where you can seek support.

The **University Sports Centre** will also be attending to share some of the fantastic facilities available!

If you would like to participate in the section bake off, contribute to the bake sale or be part of the judging panel, and have not yet let Emma in Reception know, please can we request you do this as soon as possible.

Thank you for your support and we look forward to seeing you there. Keep an eye out for posters with more information on this.

Staff Survey

Thank you for your contribution to the Staff Survey, 72% of you provided feedback, which we are really grateful for.

We have recently held a meeting with the University Staff Survey lead and have identified some key actions that we plan to implement within our Department

Michelle Batty will shortly send round the results of the survey and we will continue to keep you updated against our actions, we may ask for some further feedback going forward to fully understand your experiences.

If you have any feedback on the HR Newsletter or suggestions for topics to be included – please let us know.

