

Human Resources Division

HR - list of Service areas

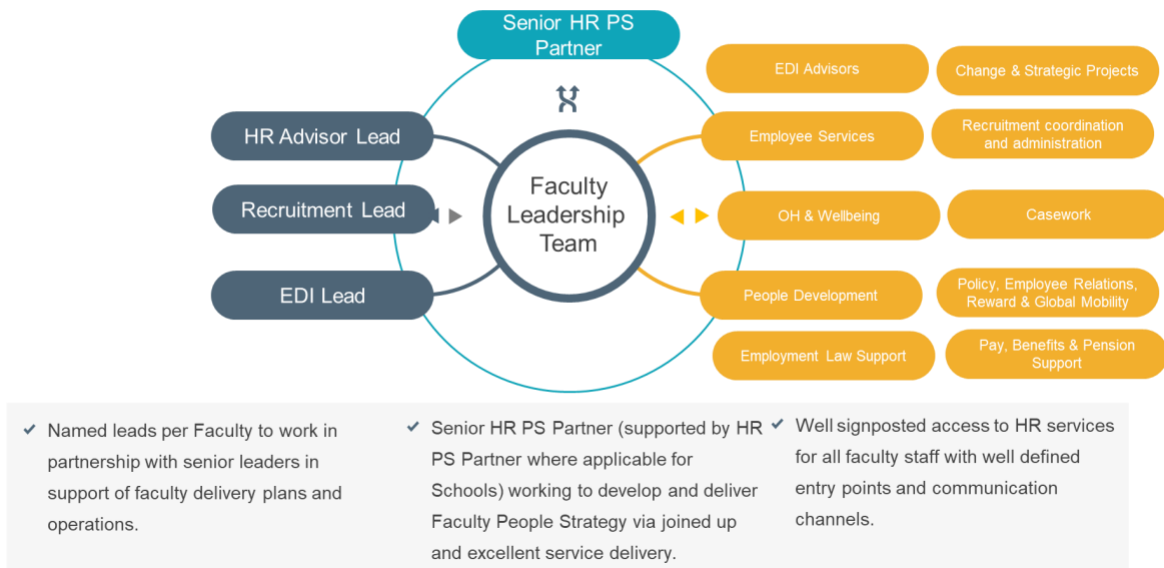
- Employee Services
- HR Administration
- People development
- Equality, diversity and inclusion
- Occupational health and wellbeing
- Pay, benefits & pensions
- Casework
- Employment law advice
- Recruitment (including immigration and temporary resourcing unit)
- HR policy, global mobility, employee relations and reward
- HR change and strategic projects

1. Outline of the Service Delivery Model for services in this Division that will be organised around Faculty structures with reference to the original *PVC Principles*.

Each faculty will have an embedded Senior HR PS partner supported by a HR PS partner for the Medical School in L&HS, a HR PS partner for the Business School in ESE and a HR PS partner for all operations in Cornwall. Each faculty will also have an aligned HR advisor team, a named recruitment lead and a named EDI lead.

The Faculty Senior HR PS partners (and HR PS Partners for Schools) will work closely with Faculty leadership teams to develop and deliver their People Strategies, providing advice and linking into other HR service areas as required. The named leads for recruitment, EDI and the HR advisor teams will work with the Senior HR Partner and HR Partner to support PVCs and Heads of Department operationally and will be named and recognisable contacts for their Faculties and departments. The full range of HR support services will be well signposted to enable clear and easy direct access for all faculty staff (designed to reduce the number of contact points to a minimum).

HR Operational Model



2. Will there be differences in service delivery between Faculties or associated Schools?

No, apart from we will be providing additional support to the Business School and Medical School via named PS partner leads working in support of the Faculty PS partners.

3. Are there any additional considerations for service delivery in Cornwall?

There will continue to be dedicated HR support in Cornwall through the alignment of an HR PS partner. This is a cross cutting role across all three Faculties and will therefore be required to liaise closely with all three Faculty Senior HR PS partners to ensure delivery of each area's People Strategy.

4. What are the wider implications of these changes on Divisional colleagues?

As a division we will need to work differently to align to faculties mindful of the principles agreed with PVCs. Our new structure will result in changes to portfolio and line management for some divisional colleagues and colleagues in the HR admin, recruitment and EDI teams may be aligned to different areas of the University than they are currently.

5. What additional impacts have been identified on any other interfaces e.g. other PS Divisions or Services?

We will continue to work closely with SDU colleagues to deliver the Service Improvement Project with the aim of streamlining and providing digital solutions where applicable for vital HR services so that they are readily accessible to all Faculty staff. It will also be imperative to establish close working relationships with the new Departmental Managers so that they understand HR services and can commission HR in support of Faculty staff and departmental priorities as needed.