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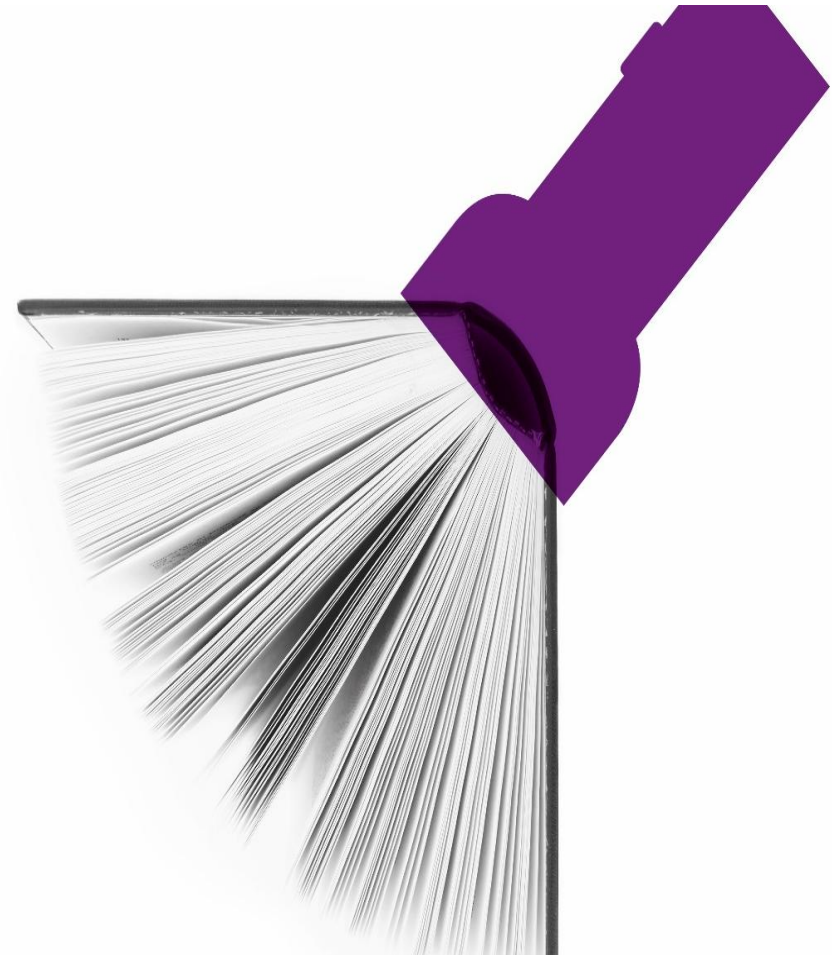
HR under pressure, helping people achieve more with less

UHR/HPMA Conference

15 September 2017

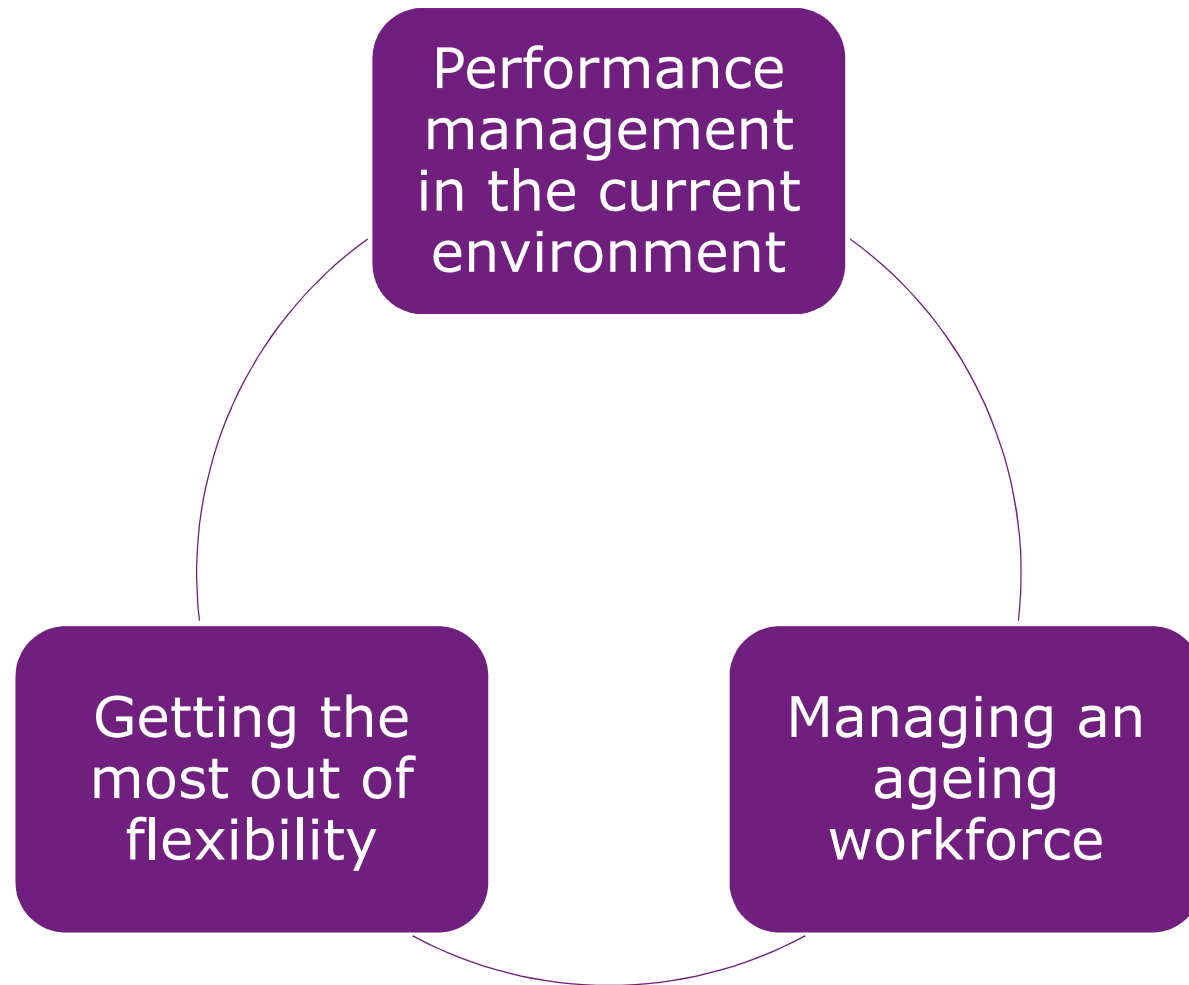
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HR under pressure, helping people achieve more with less

Key tips on



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What are the challenges?

Funding pressures

Ageing workforce

Greater competition

Increasing regulation

Need to secure cost efficiency

Managing mental health

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Responding to the challenges – performance management

Proactive performance management

Regular assessment of staff needs

Appropriate supervision and support structures

Effective listening and communication

Objective setting

Regular review

Not being afraid to take action where necessary

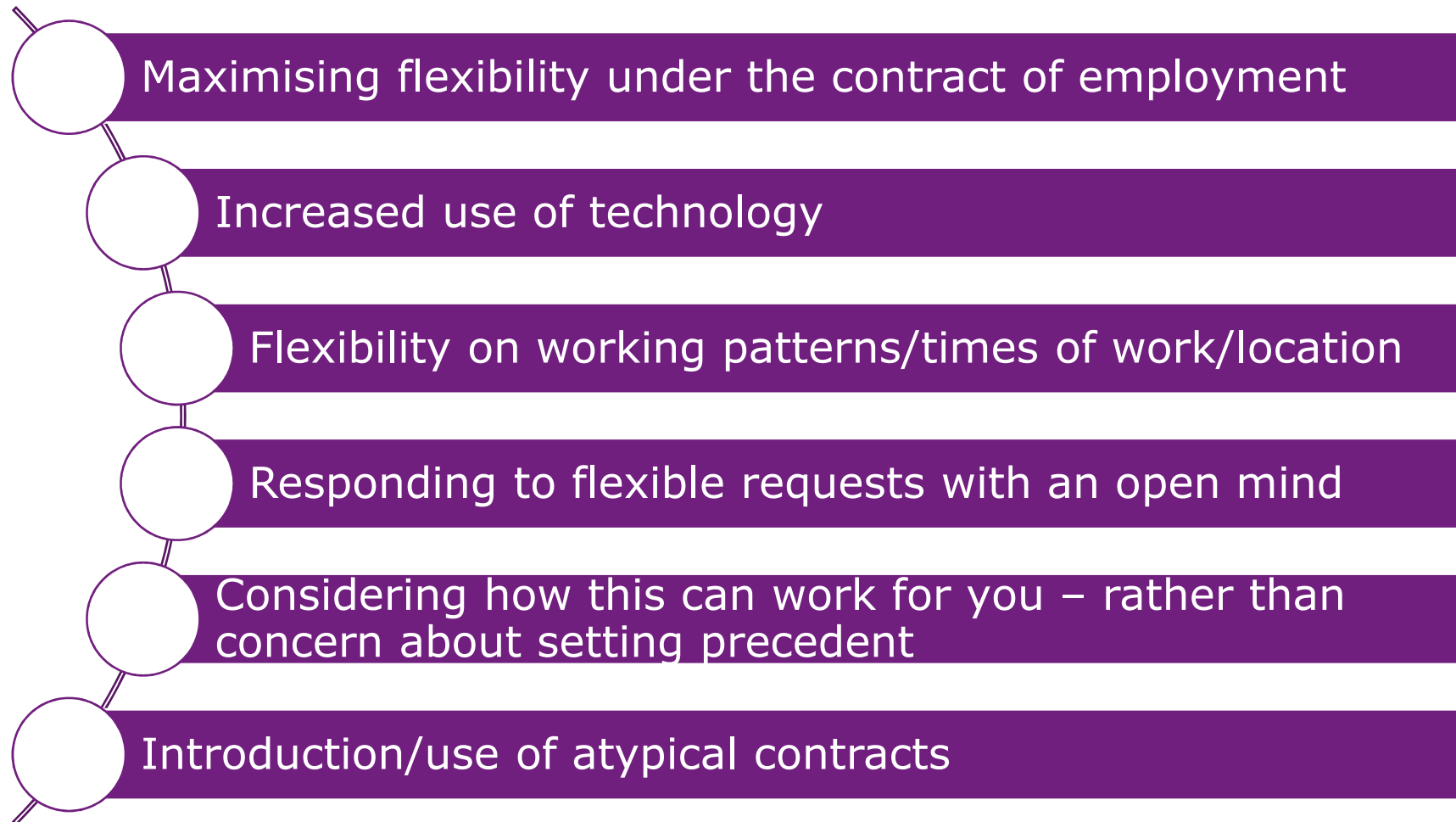
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Responding to the challenges – ageing workforce

- 46% of NHS staff are 45 or above
- In HE the number of academic staff aged 65 and over has increased by 232% since 2005/06
- Phased/flexible retirement
- Mentoring and succession management
- Retaining those with knowledge of you and the sector
- Flexible working – part time/flexible hours/reduced hours
- Wellness support for those experiencing declining physical abilities
- Stepping down to less demanding roles where desired and appropriate

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Responding to the challenges - flexibility



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