



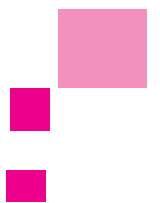
YOUR
GUIDE
TO HPMA
CYMRU



WITH YOU, FOR YOU

Improving Health Through People

MEMBERSHIP
PACK





CONTENTS

YOUR GUIDE TO HPMA CYMRU

03 INTRODUCTION

04 HPMA CYMRU ENABLING PLAN

05 THE VALUE OF HPMA CYMRU TO OUR MEMBERS

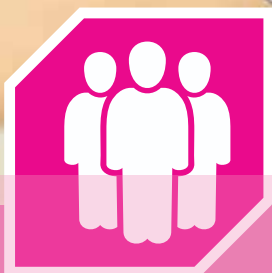
06 THE HPMA CYMRU COMMITTEE

13 HOW TO GET INVOLVED WITH HPMA CYMRU

WITH YOU, FOR YOU
Improving Health Through People

www.hpma.org.uk/branches/cymru

INTRODUCTION



The Healthcare People Management Association (HPMA) Cymru Branch recognises the important role it can play in supporting our members in building professional and personal support networks, promoting learning, exposing colleagues to new ideas and different ways of working and providing the opportunity and time to reflect on practice – building the capability and impact of our people management in Wales and demonstrating the integration of our organisational values in the work that we do.

HPMA CYMRU

Creating opportunities to develop people and networks through sharing and learning.

HPMA Cymru continues to provide development opportunities for colleagues and we are currently planning workshops and events for the next year. We are also keen to keep our members at the forefront of the HR, Workforce and OD communities. It is important that you are up to date with the latest news and information across Wales and beyond. With this in mind we now have a number of ways that you can interact with us through our social media channels.

HPMA CYMRU ENABLING PLAN



The HPMA have been doing some extensive work around driving the development of the National Strategy, ensuring continued development and support for the HR, Workforce and OD community in health care. The HPMA National have identified five 'Squads' as the main areas of focus for the Strategy.

These include:

- Squad One: Developing
- Squad Two: Engaging
- Squad Three: Caring
- Squad Four: Sharing
- Squad Five: Talent Management.

The HPMA Cymru Branch is currently undertaking the scoping of our enabling plan to ensure we are integrating the work we do locally to the contribution of shaping the strategic direction not only in Wales, but across the wider UK people management profession.

THE VALUE OF CYMRU TO OUR MEMBERS



The HPMA Cymru Branch provides invaluable exposure to lucrative resources, materials and networking opportunities to our members across the wider HR, Workforce and OD community in the healthcare sector in Wales.

What HPMA Cymru can offer our members:

- Access to a professional network
- Access to tailored education and learning
- The opportunity to take part in local and national events and conferences
- Responding to the needs of our Workforce & OD colleagues across Wales
- Offering the opportunity for members to contribute to strategic WOD national direction and policy
- Overview and insight into the strategic direction and vision of the wider HR, Workforce and OD community in the healthcare sector, not only in Wales
- CPD Opportunities
- Access to motivational, inspirational, engaging and charismatic speakers and discussions
- Exposure to contemporary topics that directly impact our everyday working lives/impact the work that we do.

THE HPMA CYMRU COMMITTEE



Gareth Hardacre
HPMA Cymru Vice President
(Chair); Director of People, OD
and Employment Services,
NHS Wales Shared Services
Partnership (NWSSP)

Gareth is the current Chair of HPMA Cymru, having been Vice Chair and a Committee member after joining HPMA in 2016. He is currently the Director of People, Organisational Development & Employment Services at NWSSP and has a real passion for developing People & OD professionals at all levels of Organisations.

A competent People & OD professional who has experience within all areas of the HR & People function, he has designed development programmes for graduates, apprentices and trainees to give people at all levels opportunities for personal growth.

An experienced people manager used to working in a high pressure, complex public sector and commercial environments, Gareth has worked in Health, Local Government, Civil Service and Private sectors – and has served 8 years as a University Governor in the HE Sector. Gareth has personally shaped, devised and managed major change programmes, where structures, roles and responsibilities, and cultures were successfully changed to achieve excellent results.

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Neil Lewis
HPMA Cymru Vice Chair;
Director of People and OD,
Public Health Wales

Neil is a Chartered Fellow of the Chartered Institute of Personnel and Development (FCIPD), who has worked in the public sector for 24 years including in policing and Local Government. He cares passionately about making a difference for the communities we serve.

Neil gained a degree in Business Studies and MSc in Human Resource Management at the University of Glamorgan and has significant experience in all areas of Human Resources and Development practice.

Neil joined Public Health Wales in September 2019 as the Deputy Director of People and Organisational Development, prior to this he spent the previous four years with Gwent Police.

In April 2021, Neil was appointed as the Director of People and Organisational Development.

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Sarah Morley
HPMA National Joint President;
Executive Director of OD and
Workforce, Velindre University NHS
Trust

Sarah began her career in NHS Wales in 2000 in Gwent Healthcare NHS Trust as an IT Trainer following a period as a self-employed IT Consultant and Trainer. She then worked in a number of roles in Education and Development which supported her career development, until 2006 becoming Head of HR Business Services and then Assistant Director, overseeing the implementation of ESR and Agenda for Change amongst other projects.

In 2010 Sarah was fortunate enough to be given the opportunity to join the team in Cardiff and Vale University Health Board as Assistant Director of OD followed in 2014 by her appointment as Executive Director of OD & Workforce at Velindre University NHS Trust.

Sarah was chair of HPMA Cymru from 2017 to 2019 and then took the role of UK Deputy President of HPMA.

Sarah is currently lead Workforce Director for Equality, Diversity and Inclusion and the national Development of the Workforce and OD Profession Workstream.

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THE HPMA CYMRU COMMITTEE



Samantha Graf
HPMA Cymru Committee
Member; Head of People Services,
NWSSP

Samantha joined NWSSP in April 2020 and currently heads up the People and Business Partnering Team at NWSSP. Prior to this, Samantha's HR and OD career spans two decades and has primarily been set within the Housing Sector. She is also lucky to have worked closely with several private organisations and local social enterprises and champions organisations working closely with their local communities.

Samantha is a Chartered Member of the CIPD, an ACAS trained Mediator and a Mental Health First Aider. Outside of work, Samantha is mum to two girls (13 and 16) and a bonkers collie dog called Misty and when she is not busy working, she loves spending time with friends and family and regularly enjoys 'popping home' to see family in Aberystwyth.

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Jane Tyler
HPMA Cymru Finance Manager;
Finance Manager, NWSSP

Jane is a Certified Chartered Accountant and has worked in NHS Wales since August 1989. Jane has worked with HPMA Wales for a number of years offering expert financial advice and guidance, and found this very interesting and rewarding. Jane's substantive post is within NHS Wales Shared Services Partnership.

Working closely with the Treasurer for HPMA Cymru, Jane's role is to provide financial support and guidance to the treasurer and committee.

Working together the treasurer and Jane provide reconciled income and expenditure reports and advice, ensuring financial governance is in place. They have built good financial links to National HPMA to ensure the financial governance is aligned to the national work.

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Amanda Jenkins
HPMA Cymru Committee
Member; Head of Workforce,
Velindre University NHS Trust

Amanda has held HR generalist roles in both private and public sector originations, including Rhondda Cynon Taf Council, Cwm Taf UHB, Cardiff Bus and Tai Tarian Ltd. but recently made the decision to re-join the NHS having completed a Master's of Science in Human Resources Management in 2019.

Amanda is passionate about the people profession and is an active member of CIPD, holding a position as committee member for the South East Wales Branch and Student and Centre Engagement Lead for CIPD Wales.

As well as her voluntary work for CIPD, Amanda has held several positions on the board of directors for Evanston Environmental Group which champions her second passion of nature and sustainability; a bookworm at heart when she is not working Amanda will be out walking or reading in her garden.

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THE HPMA CYMRU COMMITTEE



Mitchell Jones
HPMA Cymru Governance Officer, Head of Equity and Inclusion, Cardiff & Vale University Health Board

Mitch is the Governance Officer for the HPMA Cymru Branch and has worked in the NHS for just over 10 years occupying a variety of roles.

Whilst working in Swansea Bay UHB's Legal Services Team, Mitch helped found Calon, the organisations LGBT + & Allies Staff Network, and subsequently discovered a passion for equality and inclusion. This passion led to him seeking a career in Learning & Organisational Development where he helped to establish the Apprentice Academy before working to improve staff experience in the organisation as a Lead OD Facilitator.

Mitch is an Associate Member of the CIPD, MBTI practitioner and will shortly be a qualified coach. Very soon he will also be undertaking a masters in Strategic People Management.

Mitch is proud to have taken up the post of Co-Governance Officer on the HPMA Cymru Committee and is excited about shaping the future of the Workforce & OD function in Wales.

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Sioned Eurig
HPMA Cymru Social Media Officer; Head of Employment Team, NWSSP Legal & Risk Services

Sioned heads up the Employment Team at Legal & Risk Services. Sioned qualified as a Solicitor in 2010, she obtained her law degree at Aberystwyth University, before moving to Cardiff to undertake the Legal Practice Course.

Sioned specialises in Employment Law and has a keen interest in whistleblowing matters.

Sioned is a longstanding member of the HPMA Cymru Committee having joined back in 2012. Sioned enjoys arranging various training events for the NHS Wales HR workforce and finds that it is a good opportunity meet familiar and new colleagues.

Sioned is a mentor as part of the Coleg y Cymoedd mentoring scheme and also within Legal & Risk Services.

Sioned thoroughly enjoys the day job, and recognises that being part of the wider HPMA Cymru community is extremely beneficial and valuable, enabling best practice to be shared across NHS Wales.

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Darren Davies
HPMA Cymru Communications Officer; Communications Team Manager, NWSSP

Darren is the Communications Officer for the HPMA Cymru Branch. This is Darren's second stint with the committee having previously been a member between 2012-2017.

Darren is a senior communications professional and organisational lead who manages the NWSSP corporate communications team. Having lectured and tutored within the FE and HE sectors, Darren undertook the role as communications lead within the Welsh Governments' Chronic Conditions Management (CCM) Demonstrator programme in 2009, before briefly working within the corporate function at the National Leadership and Innovations Agency for Healthcare (NLIAH)- joining NWSSP in 2012.

An accredited public relations practitioner and Adobe Certified Associate, Darren formally held the position of Unison Cymru's communications lead, is a member of the Chartered Institute of Public Relations (CIPR), Committee member for CIPR Wales / Cymru, member of Comms Cymru and the Institute of Internal Communications.

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THE HPMA CYMRU COMMITTEE



Sarah Patmore
HPMA Cymru Partnerships
Officer; Programme Lead,
Improvement Cymru

Sarah is the HPMA Cymru Partnerships Officer, which means that she seeks out opportunities for NHS Wales Workforce & OD colleagues to share and with learn from other organisations across our principality, and aim to generate mutually beneficial partnerships which result in cross-sector and inter-organisational exploration and fertilisation of ideas.

Sarah has spent her 20 year NHS career working to support people in developing their knowledge, skills and confidence so that they're able to fulfil their own potential and, as a result, deliver excellence for the citizens of Wales.

Sarah is committed to playing an active role in the transformation of our services, and she genuinely hopes that, in some way, her Organisational Development role can enable/inspire people to rise to the challenges that NHS Wales must meet.

Apart from the development agenda Sarah is also interested and involved in workplace equality, diversity and wellbeing.

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Julie Rogers
Deputy CEO/ Director W&OD
Health Education & Improvement
Wales (HEIW)

HPMA Wales Committee member since 2022. Julie has worked with or alongside the NHS for almost half of her 41-year career to date. A long-time civil servant, with roles spanning social policy (e.g., adult social care; social housing and child safeguarding), project and programme management (e.g., establishment of Care Inspectorate Wales; creation of the National assembly for Wales), Welsh Government HR and NHS Workforce and OD.

Julie joined Health Education & Improvement Wales as the Deputy CEO and Director of Workforce & OD in 2018, having been the National NHS Workforce & OD Director in Welsh Government prior to that.

Julie was proud to hold the role of 'head of profession' for W&OD 2014-18, and it was this role which kickstarted her interest in and passion for the HPMA at UK and Wales levels in 2014.

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Claire Whiles
HPMA Cymru Treasurer;
Assistant Director of
Organisational Development,
Cardiff and Vale University
Health Board

Claire has worked in the world of organisational development since 2005, starting her journey into everything HR & OD within a local authority environment. Prior to that Claire had been a teacher, fund-raiser, customer service advisor and marketer. Claire moved into the NHS in 2016 following a period of delivering CIPD HRM qualifications for a year at Cardiff and Vale College (with a 100% pass rate!) and it is a pleasure and privilege to work within the NHS in Wales.

Claire joined Velindre NHS Trust in August 2019 and is very excited to be part of the HPMA Wales Committee. Claire is a devoted mother of 2 beautiful boys, step mother to 3 lovely young women, and step-nan to 7 amazing grandchildren and relies on family, friends and exercise to keep her healthy and well.

Voted in as HPMA Cymru Treasurer in March 2021, Claire works closely with Jane Tyler (Finance Manager) and HPMA National accounts team to ensure HPMA Cymru accounts are healthy and aligned to national systems.

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THE HPMA CYMRU COMMITTEE



Angela Williams
HPMA Cymru Memberships
Engagement Officer; OD Project Support
Co-ordinator; Welsh Ambulance Service
NHS Trust

My role of Membership Engagement Officer is to introduce more members and to highlight to all NHS Trusts and healthcare professionals the benefits of working with and alongside the HPMA. I assist with the development of our people management professionals and our wider teams, through partnership working and developing networking opportunities.

I have worked within the People and Culture Team within the Welsh Ambulance Service for nearly 30 years. I have performed various roles within this Team to develop my experience. My role currently is within the OD Team, as a Project Support Co-ordinator. I genuinely love my role as I believe I can make a real difference in a position and with a team I thoroughly enjoy being around. I have designed, developed, and facilitated training to an all-Wales audience. The OD agenda covers all aspects of EDI, the support and wellbeing of employees and the developing of employee voice and embedding of a culture change. My roles have always been people centred and I now assist to transform teams by developing their knowledge, capability, and expertise across the wider organisation.

I have always aimed high, and the HPMA does not disappoint in both the material and the expertise present at every event.

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Bethan Johnson
HPMA Cymru Committee Member;
Head of Leadership Development
and Change, Academi Wales, Welsh
Government

Bethan has over 25 years' experience in the Public Sector within the NHS in Wales and Welsh Government. Her focus is developing initiatives that build leadership and organisational capacity and capability across the wider public sector in Wales.

Bethan has designed, delivered and evaluated creative and innovative programmes of learning to improve leadership practice and has extensive experience in coaching, mentoring, action learning and bespoke facilitation and in the use of Psychometric tools as an accredited practitioner.

Bethan feels privileged to be part of the Academi Wales team delivering world class events and programmes. Encouraging the best of others, role modelling leadership and creating spaces that say people and their contributions matter.

Bethan's association with the Cymru Branch of HPMA has seen her take an active role in the organisation of branch activities, conferences and events.

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Ruth Evans
HPMA Cymru Committee Member;
Senior OD Manager; Aneurin Bevan
University Health Board

Shwmae! I work in Aneurin Bevan University Health Board as a Senior Organisational Development Manager, currently leading on transforming the Welsh Language agenda, the Primary and Community Care Division Transformation programme and Agile working.

I am an experienced project/organisational development manager specialising in health and social care with a background in the NHS, local government and third sector. I have a strong strategic vision, whilst enjoy empowering others to lead and manage. I am an experienced coach as well as highly experienced in delivering transformation business change through project and programme management methodologies.

Personally, I love the outdoors especially up the mountains in all weather and have taken the leap into road cycling over the last year; still don't like the hills and I have the bruises!

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THE HPMA CYMRU COMMITTEE



Ceri Harris
HPMA Committee Member;
Head Of Equality And Human
Rights; Betsi Cadwaladr
University Health Board

I joined the HPMA Committee in 2022, with the aim of supporting the work they are doing around EDI. Currently I am the Chair of the All Wales NHS Equality Leadership group, which is made up of Equality Managers, leads and inclusion officers across the NHS in Wales. With the aim to share best EDI practice and improve the experiences of our staff, patients, and wider community.

Having worked in the EDI field professionally for over 20 years, equality has always been a core part of my identity and I have always been involved in EDI projects and activism.

My current role is Equality, Diversity and Inclusion Manager at Aneurin Bevan University Health Board, where I have been in post since September 2021. Adding to my previous 16 years in the NHS.

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Daniela Mahapatra
HPMA Cymru Committee
Member; Deputy Director, NWSSP
Legal & Risk Services

Daniela is Deputy Director of Legal & Risk Services. Daniela qualified as a Solicitor in 2005, she obtained her LLB Law degree at the University of Wales, Swansea, before moving to Cardiff to undertake the Legal Practice Course.

Daniela specialises in Employment Law. Daniela is a member of the HPMA Cymru Committee, arranging various training events for the NHS Wales HR workforce.

In May 2016, Daniela was elected as the Wales representative for the Employment Lawyers Association. As part of this role, Daniela assisted with the roll out of the Employment Tribunal Litigants in Person Support Scheme (ELIPS) in the Wales Employment Tribunal, which provides free assistance to unrepresented litigants (claimants and respondents) at the Employment Tribunal.

Daniela has taught the Employment Law module on the HRM course at the University of South Wales. Daniela is also a mentor as part of the Coleg Y Cymoedd mentoring scheme. Daniela feels privileged to work as part of the NHS in Wales.

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Amanda Glanville
HPMA Cymru Committee Member;
Head of Education & Development;
Hywel Dda University Health Board

I am passionate about the development of our current and future workforce, supporting individuals through equitable opportunities. I have a special interest in developing the HR profession and raising the wider scope of roles within the profession including L&D and I hope being a member of the HPMA Committee will support this. My passion is to create collaborative opportunities for our communities, supporting the health and social care sector to develop the skills needed to meet the future health and employment needs of our population.

As an experienced programme manager, with an agile leadership style, I foster collaboration, innovation and creativity within my teams resulting in dynamic approaches in the way we work. I have an extensive background in learning and development, programme design, customer service, employability skills, partnership working and school engagement. Having worked within public, private and third sector organisations I can support the development of the diverse workforce we seek to grow. Having spent many years working with disadvantaged groups, I am passionate about creating opportunities for those who are not in education, employment or training and creating career pathways to allow individuals to meet their full potential.

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THE HPMA CYMRU COMMITTEE



Millie Tottle

HPMA Cymru Branch
Administrator; People and
Organisational Development
Assistant, People and
Organisational Development,
NWSSP

Millie started her apprenticeship journey in April 2021 after always having an interest in Human Resources.

Millie undertakes an administrative role on the HPMA Cymru committee, seeing she is responsible for the clerical activities that underpin the Branch's work. She believes that her role allows her to experience the work of the HPMA Cymru through a wider lens by supporting with many different aspects of the committee and the work that the members do.

In Millie's spare time she is a keen gym goer and loves taking her two dogs on walks, exploring the Brecon Beacons.

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HOW TO GET INVOLVED WITH HPMa CYMRU



Our HPMa Cymru Link Officers are a key part of the HPMa Cymru committee and act as a direct liaison to their local organisations, helping to better share information discussed at committee and ensuring the involvement and engagement of all staff at various levels to the work of HPMa Cymru.

If you would like to know more information about HPMa Cymru or to get involved, please see the *Link Officers' contact details for each of our Member organisations.

*In the absence of a Link Officer for your organisation, please contact our HPMa Cymru Administrator (Millie Tottle, or alternatively the Committee Member representative from your health organisation.



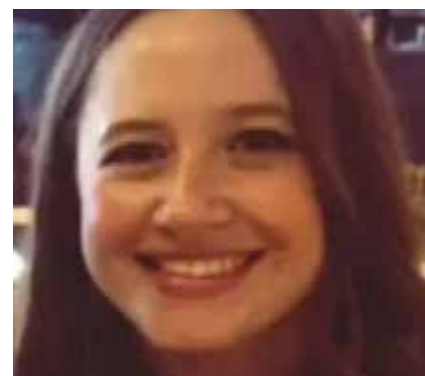
Wilma Tepatepa
Link Officer (Digital Health and Care Wales); Workforce Officer

I am a Workforce Officer at Digital Health and Care Wales my role involves Analysing Workforce information, identifying trends or issues and ensuring these are appropriately discussed with the respective HR Business Partner.

I am also involved in Supporting HR related training activity, including their development , delivery and providing support to teams across the directorates in team development activity, which can include, for example, facilitating team development discussion or identifying team development needs.

My role also involves champion, drive, and embed the workforce agenda within directorates and play an integral role in developing and implementing best practice within the Organisation.

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Abi Wilcox
Link Officer (Public Health Wales); Senior Leadership & OD Practitioner

In January 2022 I became Public Health Wales' HPMa Link Officer and was delighted to be part of such a passionate and friendly committee. I started working for Public Health Wales/the NHS in January 2018 as a HR Officer in our HR Operations team.

Prior to this, I worked in the private sector, primarily in HR and Recruitment roles. During my time in Public Health Wales' HR Operations team, I provided support and coaching to line managers, led on policy development, delivered training and managed a wide-ranging ER caseload.

As of March 2022, I started a new role as Senior Leadership and OD Practitioner in Public Health Wales' Organisational Development and Engagement team. My work involves supporting the design, development and delivery of a range of Leadership and OD initiatives, ensuring that Public Health Wales is able to progress its long term strategy, priorities and People Strategy by undertaking projects, initiatives and commissioned work.

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HPMA CYMRU LINK OFFICERS



Ellie Morgan
Link Officer (NWSSP); Associate
People & OD Business Partner

I became a HPMA Link Officer in October 2022, where my role involves cascading important updates and information from the HPMA Committee Meetings to members of NWSSP's People and OD Team. The role of the HPMA Link Officer has enabled me to network with HR Professionals across NHS Wales which has helped to develop my knowledge and experience in different areas. I also sit on the HPMA Events Planning Group whereby I support the administration and set up of the HPMA Events and Conferences we hold across the year.

I currently work within the NWSSP POD Team as an Associate Business Partner. My role involves advising and supporting managers on policies and processes across the organisation. I am also an Employee Champion where my role involves raising awareness about mental health and breaking down stigma in the workplace.

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Pic coming soon

Rhys Jones
Link Officer (Velindre University
NHS Trust); People and
Relationships Advisor

I was recently appointed as the HPMA Links Officer for Velindre, becoming our designated point of contact between the Branch and Trust on all matters HPMA.

Day to day, I provide colleagues and line managers with support on HR processes and procedures, championing a 'people before process' approach. My role covers a broad range of Operational HR areas, ranging from employee relations to contractual terms and conditions. I additionally deliver training on topics such as Respect and Resolution and Recruitment.

Prior to joining the NHS in March 2022, I've held HR roles for a UK-Wide charity plus a sports governing body and obtained a CIPD Level 5 in HR Management in 2020.

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Sophie Jones
Link Officer (Powys Teaching
Health Board); Workforce &
Organisational Development
Office Manager

I was a Keyworker for Children aged 0-18 months in a Nursery setting upon leaving college in 2010 until 2018 when I went into hospitality.

My role here was a receptionist but over the 2 years I worked there I contributed to other areas of the hotel such as housekeeping, waitressing etc.

In September 2020 I joined Powys Teaching Health Board as a part time HR admin, and in November 2020 I began my secondment as a full time HR admin Office manager and have been in this role since.

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HPMA CYMRU LINK OFFICERS



Kristian Hawkes
Link Officer (Aneurin Bevan
University Health Board);
Learning and OD Manager

I have recently been appointed as the new HPMA Link Officer for ABUHB. My role as OD Practitioner within the health board is to look at the learning and developmental needs of our staff ensuring that they are getting the right understanding and support to perform their roles efficiently and effectively. As part of my role, I work with new and aspiring managers on our leadership programmes and this allows me to understand their needs and engage with them to support them in their new roles, promoting effective, compassionate leaders throughout the organisation. Alongside this I work with my OD colleagues on interventional work, coaching and various other streams of work.

Prior to this in a previous life I have worked in education as a Business Studies teacher and this experience allows me to bring a whole different perspective into my role.

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Sian Thomas
Link Officer (Cardiff & Vale
University Health Board);
People Services Advisor

I joined Cardiff and Vale UHB as a Trainee HR Advisor where I completed by CIPD Level 5 as part of my role. On completion of my CIPD, I then progressed to a People Services Advisor where I am responsible for providing advice to staff on a variety of topics such as sickness management, general queries and employee relations cases.

More lately, I had the opportunity to partake in HPMA Cymru as a link Officer, where I have had the opportunity to attend training events, monthly meetings, and network with other HR professionals across Wales.

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Alys Thomas
Link Officer (Hywel Dda
University Health Board); People
Culture Facilitator

I am the new HPMA Link Officer for Hywel Dda University Health Board. In this role I communicate important messages and disseminate useful information to my Workforce & OD colleagues throughout Hywel Dda. I love helping people and this is a small yet significant way of being able to do so.

I started my career in the NHS just over 5 years ago through an apprenticeship scheme. My experience includes working as a Team Administrator in the Future Workforce team, a HR Secretary in Operational Workforce, Personal Assistant in Scheduled Care then onto Personal Assistant in the OD team. I am now, as of recent, a People Culture Facilitator in OD.

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HPMA CYMRU LINK OFFICERS



Pic coming soon

Susan Chambers

Link Officer (Cwm Taf
Morganwg University
Health Board); Human Resources
Advisor

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Sophie James

Link Officer (WAST);
Senior Human Resources Advisor

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Lauren McGrory

Link Officer (HEIW); People
Business Partner

I joined HEIW in June 2022 as a
People Business Partner within the
People and Facilities Management
Team and became HEIW's HPMA
Link Officer from July 2022.

My role enables me to partner
across the Corporate Directorates
within HEIW such as Workforce
& OD, Chief Executive Office,
Digital and Finance, Planning &
Performance ensuring that HR
advice and guidance both aligns
to employment legislation, NHS
/ HEIW policies and to HEIW's
strategic IMTP objectives. My role
also involves supporting day to
day operational HR issues such as
recruitment, sickness absence and
employee relations and acting as
the HPMA Link Officer for HEIW.

I'm passionate about employment
law and making a difference - of
which originally attracted me to
joining the NHS and subsequently
HEIW.

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Natalie Mills

Link Officer / Events Officer
(Swansea Bay University Health
Board); Lead OD Facilitator

Within HPMA Cymru, I'm
dedicated to bolstering the
healthcare workforce in Wales
through expert event planning.
My role includes end-to-end
event management, from
identifying relevant topics to
securing captivating speakers and
overseeing logistics. We aim to
create a sense of community
among NHS Wales People
Professionals, ensuring they stay
informed about healthcare
workforce trends and
encouraging learning and
collaboration.

As a Lead OD Facilitator, I've
led diverse teams through OD
interventions aligned with annual
workforce plans. Notably, I
revitalized the "Civility Saves
Lives" program, focusing on
clinical areas. I champion open
communication and
accountability, supporting the
Independent Speaking Up service,
fostering stakeholder relation-
ships, and facilitating data-driven
decisions.

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