



Personal Profile Qualifications & Contact Points

Key Experience

- ① NHS Foundation Trust Human Resources Director
- ① HR Director of the Year Winner (HPMA Awards 2012)
- ① Employee relations, collective consultation and negotiation with trade unions
- ① Extensive knowledge of Acute & Community & Social Enterprise Organisations
- ① Led an HR Team that won numerous UK National Awards.
- ① HR Departmental Reviews
- ① NHS Trust Mergers & reorganisation
- ① Medical Staffing
- ① Occupational Health and wellbeing, Chaplaincy & Volunteers
- ① Improving efficiency through workforce reviews, rostering, skill mix reviews, sickness reduction & e-rostering
- ① Staff Recruitment, retention and redundancy.

Qualifications

- ① Member of the CIPD
- ① Diploma in employment law
- ① BSc Joint Honours degree in maths and economics, Salford University

Location: West Midlands (but flexible to travel)

Professional Profile

Peta is a CIPD qualified Human Resources Director with over 20 years NHS experience including 10 years as Executive HR Director at York Teaching Hospitals NHS Foundation Trust where she won the National NHS Human Resource Director Award in 2012. She has been entrusted with a wide portfolio of services and projects and won numerous national awards through her transformation and leadership. This included leading the HR Team of the Year Award, Health Service Journal, winner of the workforce category for "HCA recruitment initiative", HPMA award for "Innovation" & Nursing Times award for "Excellence in supporting staff health & wellbeing". Peta brings a versatile approach contributing to the corporate agenda using critical challenges and structured analysis to ensure VFM and effective decision making. She has excellent experience and knowledge of the acute and community sectors both within the NHS and the social enterprise. As part of Peta's profile, her leadership through "360 processes" showed that Peta's main personal strengths included great integrity and equity, achievement orientation and teamwork. She is very effective in staff negotiations and for any difficult peer discussions.



Assignments Undertaken

Dudley and Walsall Mental Health Partnership NHS Foundation Trust- 2017 - 2018

- ① Undertook two HR investigations into a disciplinary issues at the Trust.

Worcestershire Acute Hospitals NHS Trust- 2016- 2017

- ① Undertook two separate HR investigations at the Trust.

North Middlesex Hospital NHS Trust (London) – Acted as Interim Director of HR – 2017/18 (11 months)

- ① Undertook a review of the HR function at the Trust.
- ① Led and motivated the HR team ready for handover to the new HR Director.

Hinchingbrooke Hospital – Acted as Interim Director of HR – 2017 (3 months)

- ① Provided HR advice and leadership in preparation for the acquisition by Peterborough Hospital.
- ① Led and motivated the HR team ready for handover to the new HR Director.

Chelsea & Westminster Hospital NHS Trust (London) – Acted as Interim Director of HR – 2015/16 (8 months)

- ① Undertook a review of the HR function at the Trust.
- ① Implemented a new HR structure following the merger with West Middlesex hospital, and led the consultation process for all new corporate structures.
- ① Developed a robust recruitment and retention strategy.
- ① Led and motivated the HR team ready for handover to the new HR Director.

North Cumbria University Hospital NHS Trust – Acted as Interim Director of HR – 2015 (3 months)

- ① Undertook a review of the HR function at the Trust.
- ① Led and motivated the HR team ready for handover to the new HR Director.

Locala Community Partnership – Workforce Lead – 2014 (7 months)

- ① Undertook a review of the HR function at a Social Enterprise and developed a workforce strategy.
- ① Transformation of the HR Department and became part of the Directors team.
- ① Led and motivated the HR team ready for handover to the new HR Director.



Career Summary

July 2003- March 2014 York Teaching Hospitals NHS Foundation Trust – HR Director

- ① Managed operational HR including, resourcing, occupational health, corporate HR and the nursing workforce functions.
- ① Managed the Trust merger with Scarborough & NE Yorkshire NHS Trust.
- ① Planned and implemented a number of efficiency programmes throughout the Trust including skill mix reviews, rostering, increased productivity and staff engagement.
- ① Improved and sustained a reduction in levels sickness absence, equivalent to 2 wards of staff.
- ① Introduced an e-rostering programme.
- ① Improved team morale by developing self belief in the team.
- ① Encouraged innovative thinking, helping improve efficiency and generation of new ideas.
- ① Transformed staffing by reviewing all ward establishments, resulting in further nurse investment and clear expectations of future decisions.
- ① Led the introduction of an innovative, values based recruitment approach.
- ① Staff mentoring, contract negotiation and peer reviews.

June 1997- July 2003 Heart of England Foundation Trust – Deputy HR Director and HR Manager

- ① Provided a comprehensive HR service across the full range of disciplines and deputising for the part time HR Director across a multi site Acute Foundation Trust.
- ① Supported the recruitment and retention strategy and disciplinary process which was particularly effective for recruiting much needed nursing and medical staff where there was a great shortage.
- ① Undertook a number of efficiency drives to reduce sickness, rostering, skill mixes, overtime and agency staff usage.
- ① Effective member of the Senior Team and involved in high level strategic decision making.

June 1994 – 1997 North Staffordshire Hospital – Personnel Manager & Assistant Personnel Manager.

- ① Developed a good understanding and firm foundation of the Personnel & HR functions of a large teaching hospital in the Midlands.

Special Interests and additional responsibilities

- ① Co-Opted Member of the Council of Governors at York College (2011 – 2014).
- ① HPMA Vice President Yorkshire & Humber and helped to influence the national agenda (2012 – 2014).



Peta Hayward
Curriculum Vitae

