Peta Poynton

Human Resources Director



AT A GLANCE

30+
years' NHS HR experience

HPMA
HR Director of the Year 2012

10
years as Executive HR Director of an NHS Foundation Trust

5
interim HR Director roles in NHS trusts

SECTORS

- Acute trusts & foundation trusts
- Community services
- Mental health
- CCGs & ICBs
- Social enterprise

QUALIFICATIONS

- Member of the CIPD
- Diploma in Employment Law
- BSc (Hons) Maths & Economics, Salford University

CONTACT

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People leadership that transforms performance – HR, workforce and organisational change that strengthen teams and improve patient care

Peta is a CIPD-qualified Human Resources Director with over 30 years' NHS experience, including ten years as Executive HR Director at York Teaching Hospitals NHS Foundation Trust, where she won the national HPMA HR Director of the Year award in 2012. She has led HR teams to numerous national awards across acute, community and social enterprise organisations. A trusted interim HR Director, she brings structured analysis and strong negotiation skills to deliver value for money and effective decision-making.

KEY EXPERIENCE

- **HR Leadership.** Executive HR Director at York Teaching Hospitals NHS Foundation Trust for ten years; HPMA HR Director of the Year 2012.
- **Efficiency & Workforce Productivity.** Skill mix reviews, rostering and e-rostering, and a sustained sickness reduction equivalent to two wards of staff.
- **HR Service Reviews.** Reviews of HR functions and models, including moving a newly combined CCG from an outsourced to an in-house HR service.
- **Mergers & Reorganisation.** Led HR for trust mergers, including York with Scarborough and Chelsea & Westminster with West Middlesex.
- **Interim Leadership.** Interim HR Director at five NHS trusts and a social enterprise, preparing teams for new permanent directors.
- **Employee Relations & Recruitment.** Trade union consultation and negotiation, HR investigations, and values-based recruitment and retention strategies.

CLIENTS INCLUDE

NHS Trusts · Foundation Trusts · CCGs & ICBs · Community Services · Social Enterprises

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CAREER SUMMARY

In-Form Solutions Ltd *Associate Consultant* PRESENT

- Interim HR leadership, HR service reviews and HR investigations for NHS trusts, commissioners and social enterprises.

York Teaching Hospitals NHS Foundation Trust *HR Director* JUL 2003 – MAR 2014

- Led operational HR, including resourcing, occupational health, corporate HR and nursing workforce; HPMA HR Director of the Year 2012, leading a team that won numerous national awards.
- Led HR for the merger with Scarborough and North East Yorkshire NHS Trust, and delivered efficiency programmes – skill mix reviews, rostering, e-rostering and productivity – and a sustained sickness reduction equivalent to two wards of staff.

Heart of England NHS Foundation Trust *Deputy HR Director & HR Manager* JUN 1997 – JUL 2003

- Comprehensive HR service and deputy to the HR Director across a multi-site acute trust, including recruitment and retention of scarce nursing and medical staff.

North Staffordshire Hospital *Personnel Manager & Assistant Personnel Manager* JUN 1994 – 1997

Additional Roles

- HPMA Vice President, Yorkshire and Humber, influencing the national agenda (2012 – 14); co-opted member of the Council of Governors, York College (2011 – 14).

ASSIGNMENTS & EXPERIENCE

PREVIOUS ASSIGNMENTS

The Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust HR INVESTIGATION

- Undertook an independent HR investigation on behalf of the Trust.

North Yorkshire & Vale of York CCGs HR MODEL REVIEW

- Reviewed the HR model for three CCGs integrating into one, recommending a move from an outsourced to an in-house HR service.

North Middlesex University Hospital NHS Trust INTERIM DIRECTOR OF HR

- Reviewed the HR function and led the HR team ready for the new HR Director.

Hinchingbrooke Health Care NHS Trust INTERIM DIRECTOR OF HR

- HR advice and leadership in preparation for the acquisition by Peterborough.

NHS Trusts HR INVESTIGATIONS

- Independent HR investigations for NHS trusts.

Chelsea & Westminster Hospital NHS Foundation Trust INTERIM DIRECTOR OF HR

- Reviewed the HR function, implemented a new HR structure following the merger with West Middlesex Hospital and developed a recruitment and retention strategy.

North Cumbria University Hospitals NHS Trust INTERIM DIRECTOR OF HR

- Reviewed the HR function and led the HR team ready for the new HR Director.

Locala Community Partnerships WORKFORCE LEAD

- Reviewed and transformed the HR function of a community social enterprise and developed its workforce strategy.