



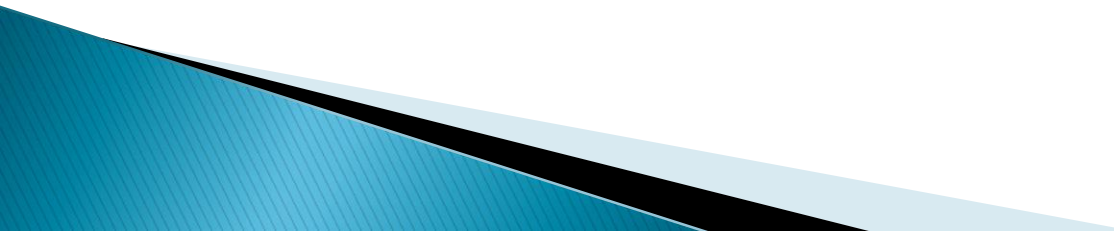
St Helens and Knowsley  
Teaching Hospitals  
NHS Trust

# Preparing for Practice Life after GP training

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# Agenda

- ▶ Introduction – My Background & Experience
  - ▶ Key requirements for Employers
  - ▶ Group Exercise
  - ▶ What to look for in an Employer
  - ▶ Generation X, Y & Z & Others!
  - ▶ Scenarios
  - ▶ Q & A
- 

# My Background & Experience

- ▶ Chartered MCIPD Qualified
  - ▶ 25 years experience in HR
- ▶ Worked previously in financial services and social housing
- ▶ Joined the Lead Employer in January 2017 as HR Service Manager

# Key Requirements for Employers

- ▶
- ▶ Know the Law
- ▶ Employment Contracts
- ▶ Pay
- ▶ Pre-Recruitment
- ▶ Training & Induction
- ▶ Policies & Procedures
- ▶ Attendance Management
- ▶ Communication



# Group Exercise



- ▶ A. What I expect from my employer
- ▶ B. What I think they expect from me
- ▶ C. Personal & Professional Expectations



# What To Look For In An Employer

- ▶ Career Development & Potential for Growth
- ▶ Work–life Balance
- ▶ Culture
- ▶ Vision for the Future
- ▶ Aligned HR Practices
- ▶ Leadership





# Generation X, Y & Z & Others



- ▶ 63% of GPs are under 40
- ▶ 56% of GPs are aged 40-49
- ▶ 37% of GPs are aged 50 and older
- ▶ 69% of GPs in training are women

*(GMC November 2015)*

## Generation X, Y & Z – cont...

- ▶ Trend for working longer rather than retiring is set to grow
- ▶ Workforces spanning 4 generations is becoming more common
- ▶ There is a general recognition of the benefits employees from different generations can bring



# Q & A



- ▶ Any questions?