

# Human Resources

## – Getting the work–life balance right

Marian Burns takes us on a whistle-stop tour of recent HR initiatives.

### Children's Art Competition

This year's Children's Art Competition, which was run to mark Work–Life Balance Day, was yet again a great success. Since 2001, children, including those who are relatives of DCU staff, have been encouraged to enter the competition. The theme was 'My Favourite Game' and from the amount of art that poured in we can happily report that colour and imagination is still the name of the game!



The Children's Art Competition winners



Marley Cahill, pictured above with her mum Debbie Ging, won the overall prize in the Children's Art Competition

### The Partnership Forum in DCU

The Partnership Forum at DCU evolved in the context of the commitments entered into through Partnership 2000, the Programme for Prosperity and Fairness, and Sustaining Progress (Social Partnership Agreement 2003–2005).

Partnership is a relatively new way of involving management, employees and the unions in working together to manage change. It involves a continuing commitment by employees to improvements in quality and efficiency and increases employee awareness and involvement in decisions that affect them. The partnership process is not intended to replace other industrial relations mechanisms, but will work alongside them to strengthen relations in the university.

### Term Time Leave

A Term Time Leave Scheme was also introduced towards the end of last year. Term time provides leave for the purpose of allowing working parents or primary carers to match their working arrangements to the main summer holidays of their children, or to care for a person who resides with them.

### Researcher Development Programme

The Researcher Development Programme was launched in September 2005 to support the career and professional development of researchers in DCU. This innovative programme aims to provide skills-based training to enable researchers to grow both personally and professionally. This programme is unique within the higher education sector and was developed by HR Training & Development in conjunction with the Office of the Vice President for Research. To date, a series of workshops and presentations have been run as part of the programme.

## **Flexitime**

Earlier in the year the university introduced a new flexitime scheme. This work–life balance initiative was introduced following consultations with all staff through a subgroup of the Partnership Forum.

## **Work–Life Effectiveness Workshop**

Another initiative that was launched to mark Work–Life Balance Day was a pilot workshop run by the Training and Development section of the HR Department. The workshop focused on helping staff achieve a better work–life balance through exploring how they juggle the many and varied roles played both in their professional and personal lives. An emphasis was also placed on time-management techniques and resilience skills.

## **Performance Management Development Scheme**

The Performance Management and Development Scheme (PMDS) was formally launched in DCU in June 2005. PMDS is a self-review process that provides a mechanism for structured feedback between heads of schools and staff members within a supportive framework. Central to the scheme is the need to meet the development needs of staff, improve performance, enhance quality and promote a culture of continuous improvement across the university.

## **Staff Appointments and Notices**

### **Recently Retired DCU Staff**

Dr Maggie Gibbon, SALIS

Mr Barry Kehoe, Student Affairs.

### **Recently Deceased DCU Staff**

The Human Resources Department wishes to extend our sympathy to the family, friends and colleagues of the following deceased staff/former staff of the university.

Ms Pauline O’Gorman, Computer Services Department

Mr Joshua Howarth, School of Chemical Sciences

Mr Stephen Byrne, School of Education Studies.

### **Recently Appointed DCU Staff**

Dr Giles Warrington, Health & Human Performance

Dr Yanzhe Wu, Adaptive Information Cluster

Dr Damian Connolly, Faculty of Science & Health

Dr Roisin Thompson, School of Biotechnology

Ms Caron McMahon, School of Nursing

Mr Stephen O’Sullivan, NCSR (Sciences)

Dr Feidlim O’Neill, NCSR (Sciences)

Ms Nora Shovelin, Academic Theme Leaders

Dr Mercedes Vazquez, Adaptive Information Cluster

Dr Jennifer Foster, School of Computing

Dr Bruce Pegot, School of Chemical Sciences

Ms Marie Leahy, Public Affairs & Media Relations Office

Mr Jofre Pedregosa Gutierrez, School of Physical Sciences

Dr Azzam Elananza, Centre for International Studies

Mr Oliver Byrne, Computer Services

Mr Colin O’Leary, Computer Services

Mr Anthony Ryan, School of Biotechnology

Dr Francesc Perez-Branguli, Centre for Neurotherapeutics

Ms Colette Mooney, DCU Educational Trust

Ms Emma Murphy, DCU Educational Trust

Ms Marie McNamara, Student Affairs.