

**AUKUH HR Directors Forum
Terms of Reference
June 2014**

1. PURPOSE

The HR Directors Forum exists to further the mutual aims and interests of AUKUH members in respect of workforce and employment matters relevant to the tripartite mission of excellence in service, education and research within UK university hospitals.

2. MEMBERSHIP

Directors of HR and/or OD of AUKUH members.

3. AIMS AND OBJECTIVES

a. Networking and Information

- i. To provide a networking opportunity amongst peers
- ii. To update members on issues relating to the unique mission and business of university hospitals
- iii. To work closely with and on behalf of the Association of UK University Hospitals Chief Executives group and affiliate groups
- iii. To commission and share benchmarking information e.g. workforce information, top team salary surveys and other relevant productivity related information

b. Influence

- i. To provide a vehicle for unified opinion on national policy proposals and development
- ii. To act as a lobbying force in respect of desired policy and initiatives – in particular with key organisations such as the Department of Health, Monitor, Care Quality Commission, Medical Schools Council, NHS Confederation, NHS Employers, HEFCE and NHS England, Health Education England and relevant devolved administration bodies.

c. Development

- i. To facilitate the sharing of best workforce and employment practices
- ii. Through inviting external expert speakers, to provide insight into contemporary issues which accord with the tripartite mission and are of significant relevance and interest to Directors of HR and/OD
- iii. To act as a portal for the sharing of employment and secondment opportunities as a means of retaining talent within the pool of member organisations; also to market members as the first choice for placements and employment for graduates and other trainees on national training schemes