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Donna Griffiths FCIPD

Chief People Officer at University Hospitals Coventry and Warwickshire (UHCW) NHS Trust

West Midlands, England, United Kingdom

[Contact info](#)



University Hospitals Coventry and Warwickshire (UHCW) NHS Trust

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Experience



University Hospitals Coventry and Warwickshire (UHCW) NHS Trust

Full-time · 6 yrs 2 mos

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Chief People Officer

Sep 2020 - Present · 5 yrs 6 mos

Coventry, England, United Kingdom

Voting Executive Director with responsibility for all people matters. Executive Lead for Quality Management system (UHCWi) Executive Lead for Communications. Leading a team of 180+ people, quality improvement and communication professionals supporting people services to 11000 colleagues... more

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Director of Workforce / Deputy Chief Workforce and Information Officer

Jan 2020 - Sep 2020 · 9 mos

Associate Director of Workforce

University Hospitals of Coventry & Warwickshire

May 2014 - Dec 2019 · 5 yrs 8 mos

coventry, england

Deputising for Chief Workforce and Information Officer/Deputy Chief Executive providing strategic direction for workforce teams (c 60 FTE) and managing £2.5 million budget. Key Achievements: Led the organisation wide cultural change programme - Together Towards World Class, delivering

improvements in employee engagement levels and implementation of values based recruitment, induction, reward and recognition programmes. Finalist in Health Service Journal and Personnel Today Awards. Led development and implementation of bespoke multi professional leadership development programme, with over 900 leaders completing programme by end 2019. Development and implementation of talent management strategy, supporting identification, deployment and development of talent across organisation. Development of strategic health and well-being initiatives, supporting reduction in sickness absence levels and award of workplace wellbeing charter. Finalist in HPMA Awards 2018. Led learning and development review, releasing 50,000 hours per annum back to patient care and 15% improvements in compliance levels. Development and implementation of strategic approach to apprenticeships, developing and delivering role redesign and delivery of c£600k savings per annum.... more

University Hospitals Coventry & Warwickshire NHS Trust

5 yrs 5 mos

Warwickshire, UK

- **Associate Director of HR - Shared Services**

Jan 2010 - May 2014 · 4 yrs 5 mos

UHCW NHS Trust is a large UK healthcare provider, employing 7000 staff from over 60 professions across two major hospital sites and a series of satellite sites. Direct leadership & management of HR Shared Services team (60 people across Resourcing, Occupational Health, Payroll Services and Workforce Information), through direct management team of 5. Management of £2 million budget. Member of Executive Management Team, providing corporate Business Partner support on policy development, service redesign and change management programmes, complex employee relations matters and workforce planning and succession planning programmes. Trust lead for the implementation of Coventry and Warwickshire OH Shared Services, short listed finalist for 2012 CIPD Awards.... more

- **Associate Director of HR - Resourcing**

Jan 2009 - Dec 2009 · 1 yr

Internal secondment opportunity to direct management and leadership responsibility for the recruitment, medical staffing and workforce information and planning teams, at a time when the Trust was without a substantive Director of Human Resources.... more



Divisional HR Manager

NHS - University Hospitals Coventry and Warwickshire NHS Trust

Jun 2008 - Dec 2008 · 7 mos

Warwickshire, UK

Principal HR Advisor to & Member of the Surgical Business Unit (circa 2500 staff). Ensuring comprehensive HR service from employee relations to change management and coaching and developing management team to ensure effective people management. Personal mentor and coach to a Divisional HR Advisor.... more

Education



Aston University

BSc with honours, Human Resource Management
2001 – 2005



Middlesex University

Postgraduate Diploma, Human Resource Management
2005 – 2007

Grade: Pass with distinction

Distance Learner as part of NHS Graduate Management Training Scheme

Licenses & certifications



Chartered Fellow

CIPD

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