Human Resources 01: Revise Distributed HR Delivery Model

- The Project Leadership and Project Teams continue to work on the development of future state concepts for the realignment of HR representative responsibilities consistent with the original business case recommendations. These concepts include the goal of having local HR representatives who are able to focus exclusively on their HR role.
- Recent focus groups of unit HR representatives highlighted the different experiences of those who carry the HR role as one of many areas of responsibility, in contrast to those who work exclusively in an HR role. The latter demonstrated a greater sense of focus on their HR responsibilities, a deeper understanding of HR practice, and a more strategic HR vision in support their employees and leadership.
- Another future state concept is to establish a direct reporting line between senior HR leaders and the unit HR reps in their college/division to support consistency and efficiency in HR functions.
- It’s also recognized that the realignment of HR activities will need to be somewhat flexible in recognizing the specific considerations within each college and division to determine the optimal HR structure in that setting. Following the development of future state concepts, the project will move toward the use of pilot projects to test the application of these concepts.