HR Dynamics in the NHS
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NHS importance manifested in Olympics (2012)

Financial crisis

Health and Social Care Act 2012
Junior Doctors Dispute
Potentially privatized NHS

Tension & Emerging HR issues

NHS Sustainability & Transformation Plans (STPs)

Financial crisis

Potential privatization of the NHS

Research Problem – NHS Transformation

NHS Sustainability & Transformation Plans (STPs)

Junior Doctors Dispute

Health and Social Care Act 2012

Political choices

Institutional Approach

Constrained Strategic choice framework

RESEARCH FOCUS AND INTEREST:
Three important HR Dynamics in the A&E services – A&E teams.
- Workload & Employee Retention
- Ageing workforce & Ageing population
- Job design & redesign

MIXED METHODS
- Surveys
- Interviews
- Focus groups

RESEARCH IMPACT:
- Knowledge about the function, role and workings of A&E departments in a new era of marketised and potentially privatized NHS provision
- Shift patterns, flexibility and job demands’ What works?