



Mr Richard Griffiths

Current role

NSW Ministry of Health, Executive Director Workforce Planning and Talent Development January 2019 – current

The Executive Director Workforce Planning and Talent Development is responsible for leading the development of strategies and plans that prepare the health workforce now and into the future.

The Branch is responsible for strategic workforce planning, operational workforce supply strategies, workforce insights and performance reporting, developing culture and employee experience strategies, diversity inclusion and belonging, Aboriginal employment, talent development strategies for the health system, strategic recruitment, workforce governance, connection with professional workforce bodies including registration authorities and medical colleges, collaboration with the commonwealth and state jurisdiction on workforce programs.

The Executive Director is also responsible for leading the state People and Culture community of practice.

Recent experience

NSW Police Force, General Manager Workforce Relations and Strategy (retitled Group Director People and Culture) June 2016 – Sept 2018

Responsible for management of the Workforce Relations and Strategy Branch. The Branch was responsible for leading and managing industrial and employee relations, people related policy, culture and diversity, Aboriginal employment, and workforce planning.

Key achievements included:

- Negotiated a three year Crown Employees (Police Officers) Award that provided reform to entitlements for Commissioned Officers bringing a revenue stream back to the agency

- Negotiated the memorandum of understanding between the Commissioner and the Police Association to support the reengineering and restructure of NSW Police Force
- Negotiated the memorandum of understanding between the Commissioner and the Police Association to introduce a new and ongoing methodology and system for workforce allocation to police commands
- Led the transition and implementation of the Government Sector Employment Legislative Amendment Act in the force.

TAFE NSW Northern Sydney Institute, Director People and Culture June 2014- June 2016

The Director People and Culture is an Institute executive level position reporting to the CEO that steers strategy and policy to ensure the organisation is appropriately staffed to meet its strategic goals, and to ensure ongoing development of the workforce. This required the Director to steer the transformation of new corporate culture framework and supporting HR programs.

Key achievements included:

- Implemented an ongoing Culture Change Program to support the commercialisation of the Institute
- Implemented an Institute values and behaviour charter
- Implemented a contemporary Leadership Development Program
- Implemented wellbeing strategies

Northern Sydney Local Health District, Director Workforce and Culture (and formerly **Northern Sydney Central Coast Area Health Service** Director Human Resources) January 2009 – June 2014

The Director Workforce and Culture is an executive level position reporting directly to the Chief Executive that steers strategy and policy to ensure the organisation is appropriately staffed to meet its strategic goals, and to ensure ongoing development of the workforce.

Responsibilities included strategic management and leadership of a team of over 150 Workforce/HR Practitioners.

Key achievements included:

- Developed and implemented the Workforce Strategic Plan
- Implemented ongoing Culture Enhancement Program
- Led the development of a Monthly Workforce Metrics Performance reporting and the Workforce Dashboard for Executive Management team
- Led an improvement in workers compensation performance resulting in hindsight adjustment
- Led the development of leadership networking strategies to strengthen connection of the broader organisational leadership team

Various senior HR practitioner roles in the NSW Health system March 1996-Dec 2008

Education and qualifications

University of Tasmania, Graduate Certificate in Management 2013

University of New England, Bachelor of Business (Human Resources Management) 1995
