

IHF HR Fora working Group

The HR & Wellbeing Workgroup proposes to establish a network of IHF HR Fora around the country.

This network will provide a framework for those working in member hotels and guesthouses with responsibility for HR Management & Development to come together, share best practice and learn from other HR professionals working in the industry.

It will also facilitate the flow of national agenda discussions on areas such as training & development, recruitment & career promotions, health & wellbeing, employment legislation and other employment developments down to grassroots HR level.

Considerations on Establishment IHF Branch HR Fora

<p>A sub-working group has been set up to begin working on the structure, operation and rolling out of the IHF HR Fora. The group members are Orla Murphy, Slieve Russell Hotel, Kathleen Linehan, Trigon Hotels, Jacqueline O’Dowd, Connacht Hospitality Group, Aaron Mansworth, Trigon Hotels & Nuala McLoughlin, IHF.</p> <p>This group will work at national level to provide support and guidance to individual HR Fora during the initial set up phase but will not chair Fora.</p>	
<p>Structure of Fora</p>	<p>The Fora will be structured on the lines of the existing IHF Branch network with the IHF HR & Wellbeing Work Group the parent forum.</p> <p>The Fora will be structured on a regional basis in a similar manner to existing IHF Branches and where appropriate may combine a number of smaller branches.</p> <p><i>Branch Chairs to confirm if they wish form their own Branch Forum or join with another Branch Forum.</i></p>
<p>Nomination of Chairperson & Vice Chairperson</p>	<p>Option 1 - Branch Chairs will nominate two representatives with a responsibility for HR from own Branch Members to act as Chairperson and Vice Chairperson of Forum.</p> <p>Option 2: Branch Chairs invite their Branch Members to nominate a representative with a responsibility for HR from their own hotel or guesthouse and Fora members elect Chairperson and Secretary.</p>
<p>Duration of Commitment</p>	<p>Option 1: Chair & Vice Chairpersons will commit for two years</p> <p>Option 2: A rolling Chair where Chair steps down after 2 years to Vice Chair and supports the newly elected chair that is nominated by the group (HR Fora).</p>
<p>No of Meetings per year</p>	<p>Bi monthly</p> <p>IHF National Branch Chair attends first HR Fora meeting to:</p>

	<ul style="list-style-type: none"> • thank all representatives for joining the HR Fora • Encourage the group to put themselves forward as Forum Chair and Vice Chairpersons • Put in place a framework with the new HR Fora that feeds national HR key topics and matters to Fora thereafter.
<p>Scope of activities:</p>	<p>Sharing information and support to HR professionals around hotel industry matters. Host networking events/ Guest speakers - Range of speakers on various HR topics</p> <p>Discussions on:</p> <ul style="list-style-type: none"> • Legislative updates • promotion of hospitality careers, • employer branding and promoting the industry as a great career option. • Policy Creation • HR Q&A sessions • Training events and opportunities for CPD • Health & Wellbeing (Creating a strategy) • Diversity & Inclusion
<p>Should there be a launch of IHF HR Fora?</p>	<p>V important to get support from GMs in all hotels. IHF will write to GMs/owners in each member hotel informing them of the initiative, aims, benefits and request their support. Social media launch</p>
<p>Confidentially clause to clearly outline GDPR breach of sharing sensitive information</p>	

IHF HR Fora

- ▶ **Cork Branch**
- ▶ **Donegal Branch**
- ▶ **Dublin Branch**
- ▶ **Galway Branch**
- ▶ **Kerry Branch**
- ▶ **Mayo Branch**
- ▶ **Mourne/Boyne/Lakes** - Cavan, Louth, Meath, Monaghan.
- ▶ **Midlands Branch** - Kildare, Laois, Longford, Offaly, Westmeath,
- ▶ **Shannon Branch** - Limerick, Clare, N. Tipperary.
- ▶ **Sligo, Leitrim, N. Roscommon Branch**
- ▶ **South East Branch** - Carlow, Kilkenny, S. Tipperary, Waterford, Wexford.
- ▶ **Wicklow Branch**



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