

A new manager for Human Resources Branch

CLIFF Gillam has come to CALM as Human Resources Manager after six years with DOPLAR, the Government's central agency on labour relations.

As principal industrial officer, he had responsibilities embracing policy development and formulation in the field of labour relations, industrial advocacy on behalf of Government and client agencies in the public sector, and consultation with client agencies in the negotiation of industrial agreements and the development of workplace reform strategies.

He will be bringing this experience to bear to finalise the lengthy process of enterprise bargaining in CALM, and is reasonably confident that this can be achieved within the next month.

Cliff said that he was pleased to be taking a line

management role in CALM that broadened to encompass human resource issues other than industrial.

"I'm particularly committed to the provision of training and career development opportunities for employees," Cliff said.

"I believe the adaptability of any organisation in times of rapid change depends on the ability of its people to quickly adapt to new systems, and work effectively within them.

"In turn, their ability to do so depends on them being given the opportunity to continually upgrade their skills and knowledge.

Wise investment

"Investment by an organisation in training for its people is a wise investment in its own future.

I'm pleased to note that CALM's Corporate Executive has made a high prior-

ity of 'improving and broadening the skills of employees,' and I'll be adopting this as a major goal of Human Resources Branch over the next year.

As part of the Corporate Services Directorate, Human Resources Branch is focused on the provision of services primarily to internal customers.

Feedback

"Human Resources staff will be actively seeking feedback from managers in the field. We need to find out how we can upgrade our services to meet the needs that flow from the highly diverse range of occupations through which staff carry out CALM's mission in the wider community," Cliff said.

"I'm looking forward to making personal contact with managers in the field, and I'll also soon be surveying them to get a clearer

idea of how the Human Resources Branch can assist them in meeting the challenges implicit in that mission.

Cliff is personally committed to the mission of CALM, and says he can think of very few organisations of which it can truly be said that the work its people do now will continue to affect future generations in a positive way.

"CALM's employees carry a heavy burden of trust and responsibility, but also have the privilege of knowing that their work matters in a truly fundamental way," he said.

Most important asset

"I believe the most important asset any organisation has is its people, and that the achievement of organisation goals can only come from the wholehearted commitment of its people to those goals.

"In turn, the organisation must commit itself to its people, and ensure that they are provided with the resources, skills and knowledge to do the jobs they need to do in the most efficient and effective ways.

"Human Resources staff will be making sure that commitment is carried through, and we'll aim to ensure for all CALM employees that the department remains a productive, stimulating, safe, and supportive place to work."

Cliff is not married, but has a son and a daughter from a former marriage—son Zachary, is 18, and daughter Kezia is 16.

He enjoys the cinema, the theatre and reading, but Cliff's preferred relaxation is sailing.

So, what could be more appropriate for us to say to Cliff than: Welcome aboard the good ship CALM.



*Cliff Gillam, settles in at Human Resources.
Photo by Verna Costello*

Job No 286/1



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Cliff GILLAM
New H R Mgr

Jenny Moss
New Mgr Corp Info

Front-counter
staff past-
D/uo visit

CALMfine staff
(Mapping story)

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