**Transcript**

***Associate Professor Tim Bartram – HR and health care***

My research specialisation is in human resource management and employment relations. And I basically major, my major study is high performance work systems in health care. Ok? So basically what that essentially means is I’m trying to uncover the back box of human resource management. Ok? In a sense people management, managing people. And what we’re trying to do with this, with this research is link human resource management practices with employee behaviours and attitudes and then link that to performance outcomes. And those performance outcomes can be a range of things. For instance, quality of patient care, patient safety and a range of human resource management outcomes and indicators, like for example grievances, episodes of bullying and so forth. So, I do a lot of other research obviously, but basically in terms of health care we’re also branching now into these bodies called “men sheds”. And what we’re trying to do with men sheds is examine the way in which you manage the shed and its impact on participation of men shed members. And men sheds basically are about this idea of engaging men in the wider community in community based organisations that are grass roots that are really about getting the men collaborating, participating in a range of activities for example, a range of activities for charities, building toys and various other things. So, it’s really about encouraging men to participate and be a part of the community and get together with men for a good old chat and support one another. So what we’re doing is looking at how that participation, ok, leads to men’s social inclusiveness and also their wellbeing and access to health care services. So most of my research is about HR and linking that to better outcomes for the community, patients, their families and so forth.

One of the key outcomes that we’re really hoping to achieve is first of all showing that human resource management in health care is vital to improving quality of patient care and outcomes for patients, their families and the community as a whole. So, because one of the issues in health care is that it, and so it should be, but it’s very much clinician driven. Ok? And in essence, you can have the best doctors, you can have the best nurses and they do a fantastic job and they’re very highly skilled which we should all be thankful for. But I think one of the other things is encouraging greater collaboration between those groups, encouraging greater efficiency in the way people are managed and using their, their hearts, minds, and, and a range, their range of abilities and know how to improve the way in which hospitals are managed because who do, who knows best how hospitals are managed? Doctors, nurses, allied health clinicians and a range of other administrative people. So, we want to basically get them participating, get them involved in, in sharing their views in terms of how we essentially manage hospitals. And that’s important.

Look, I think, for example, if you look at improving greater awareness that management is important. It’s not something that is boring, or something that is, is not really relevant to health care. The way in which we manage our scarce resources and people is essential. For example, with respect to nurses, we have world-wide nursing shortage. We have huge difficulties in retaining those nurses, in recruiting nurses. So if you improve the way in which they’re managed we should have greater links with quality of patient care which we’ve explored in some of our research and we’ve been able to demonstrate that the way in which you manage people, particularly nurses impacts their perceptions of the way they, of the way they actually go about doing their job i.e. patient quality of care which I think is important. So, from that perspective we really want to make sure we have the links between the way we manage people and improving outcomes for employees whether they’re nurses, whether they’re doctors, whether they’re managers, whether they’re administrative people and the way in which they work which will if they work, you know, if they work cohesively and have a high degree of morale and don’t want to leave and don’t get upset, then the logic is that they will go on to produce better outcomes for patients, other employees, other stakeholders of the hospital and so on.