

# Introducing an employee and labour relations lead

Tiffany Roblin is the employee and labour relations lead on Hamilton Health Sciences' human resources operations and labour relations team. She has been with HHS for one and a half years.

Before she came to HHS, she spent 10 years in the post-secondary education sector.

## What does an employee and labour relations lead do?

I work closely with a team of specialists, [coordinators](#), business partners and our union partners to champion our strategies and collective bargaining initiatives.

I'm also responsible for providing labour relations and human resources advice throughout HHS on both union and non-union issues. This typically includes labour management concerns and employee/labour relations issues that escalate to our department.

These can be either informal consultations or done formally through the grievance/arbitration processes outlined in our collective agreements.

*I am responsible for providing labour relations and human resources advice.*

## **What do you love most about your job?**

I love that my role gives me the opportunity to support [front-line health care workers](#), support staff, leaders and others across the organization who can make an impact on our [patients' experience](#).

Our team is privileged to provide them with an effective and efficient means for dealing with their human resource concerns.

## **What keeps you motivated at work?**

I am motivated each day by the people around me, both within my department, as well as our staff, leaders and physicians.

*I always viewed HHS as an employer of choice.*

Each level of this organization inspires me to learn new things and strive for [continuous improvement](#) in the way we deliver employee and labour relations advice to the HHS community.

## **Why do you choose to work at HHS?**

Throughout my career in post-secondary education, I always viewed HHS as an employer of choice.

Being an academic teaching hospital and a [world leader in health sciences research](#) are huge advantages.

Getting the opportunity to join HHS, I thrive in knowing that a portion of what I do on a day-to-day basis supports our vision of best care for all. It enables our staff and physicians to provide excellent health care for those in the community I work and live.

*Is there a staff member, physician or volunteer you want to recognize for their outstanding work? Send an email to [share@hhsc.ca](mailto:share@hhsc.ca) with their name, role, site, department and why they should be recognized. We may feature them in our weekly series.*