

# HR Specialism Session

20/07/2021

## *When does the learning for our HR qualifications begin & the sort of assessments?*

[General](#) question asked by  **Georgia D.** | 2 replies



**Kevin R.**

Associate Professor, DMU  
20/07/2021

Induction is 22nd September then two more days at DMU 23 & 24th



**Georgia D.**

20/07/2021

Thanks!

## *Will the delivery of the programme be virtual or face to face?*

[General](#) question asked by  **Sophie H.** | 11 replies



**Kevin R.**

Associate Professor, DMU  
20/07/2021

Face to face



**Sophie H.**

20/07/2021

Thank you Kevin!



**Naomi J.**

20/07/2021

At DMU? How often will this be? Thanks!



**Kevin R.**

Associate Professor, DMU  
20/07/2021

Roughly every 6 weeks or so



**Naomi J.**

20/07/2021

Thanks

**Emily S.**

20/07/2021

Will all of the trainees travel to DMU (in Leicester, correct?) every six weeks? Or will we have more local face-to-face sessions in our regions?

**Kevin R.**

Associate Professor, DMU

20/07/2021

All travel to DMU

**Emily S.**

20/07/2021

Great, thank you!

**Dani P.**

20/07/2021

Do you know if travel to DMU and accommodation are funded? Or are we expected to cover these costs?

**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

Hi Dani, we will send a Comms to you regarding travel and accommodation shortly which will outline how this works.

**Dani P.**

20/07/2021

Brilliant thanks Clare

## *Could anyone let me know what a typical day on the HR scheme looked like? :)*

[Life at the Company](#) question asked by **Ben G.** | 5 replies

**Grace H.**

Human Resource GMTS Trainee, NHS

20/07/2021

It will be different for everyone, but I'm currently in a placement with employee relations and this includes HR investigation meetings, some sickness management, and job evaluation. But when I was in my OD placement it was much more strategic and project based :)

Each day is different though!

**Ben G.**

20/07/2021

That's really useful. Thanks! As regards the employee relations side of things, did you find you have support initially to help you with your work? I don't really have an HR background so curious to know whether it'll be a case of being expected to "hit the ground running"?

**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

Hi Ben, your managers will hopefully have discussions with you when you start about what experience if any you have. I'm actually doing some work with my Trust's employee relations team at the moment and have support with policies and shadowing to see how the processes work etc

**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

Every placement is different but you should get full training for your role and lots of us on the HR stream haven't worked in HR previously ! :)

**Ben G.**

20/07/2021

Great stuff. Thanks to both of you for your replies. Much appreciated!

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## *Is there anything I can do in advance to prepare for the HR course?*

I have no background in HR.

**General** question asked by **Hayley W.** | 2 replies

**Kevin R.**

Associate Professor, DMU

20/07/2021

Get a general HR textbook - e.g. Bratton & Gold or Beardwell and Claydon

**Hayley W.**

20/07/2021

Thank you!

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## *Do you know if study with the university for the diploma be virtual or in the university itself?*

**General** question asked by **Katie R.** | 21 replies

**Kevin R.**

Associate Professor, DMU

20/07/2021

Face to face

**Katie R.**

20/07/2021

Thank you, would this change if covid-restrictions are introduced?

**Leah W.**

20/07/2021

Adding onto this, are travel costs reimbursed?

**Kevin R.**

Associate Professor, DMU

20/07/2021

We remain flexible. NHS looks after costs not DMU.

**Leah W.**

20/07/2021

Sorry, I don't quite understand what you mean. What do you mean by flexible?

**Kevin R.**

Associate Professor, DMU

20/07/2021

So if we have to move to virtual we will

**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

Hi Leah, can you drop us an email about travel costs please - [graduateenquiries@leadershipacademy.nhs.uk](mailto:graduateenquiries@leadershipacademy.nhs.uk)

**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

We are currently changing our ways of booking travel and so will be able to update more offline

**Leah W.**

20/07/2021

Yes, I will do. Thank you.

**Naomi J.**

20/07/2021

Should we all send you an email Clare?

**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

If you all have the same query, we will send out a general comms to all trainees once the process is agreed so no, you don't all have to email, I'll make a note of this :)

**Esme G.**

20/07/2021

Thank you, I would also be interested to know!

**Naomi J.**

20/07/2021



Great thank you Clare :)



**Georgia D.**

20/07/2021

Thanks Clare!



**Katie R.**

20/07/2021

I would also be interested in travel costs so a general email would be great thank you!



**Annie R.**

20/07/2021

Me too thank you :)



**Sophie W.**

20/07/2021

Me too! Thanks



**Sophie H.**

20/07/2021

Yes that would be great - thank you!



**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

Fab, we'll send something around to everyone :)



**Emily S.**

20/07/2021

Thank you!



**Dani P.**

20/07/2021

Thank you this would be great!



## *What is the initiation week going to be like?*

What sort of things will we be doing?

**General** question asked by **Leah W.** | 3 replies



**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

Hi Leah, do you mean the induction week for HR or the orientation week for GMTS?

**Leah W.**

20/07/2021

The orientation week for GMTS

**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

The Orientation Weeks (should have been plural, apologies), is a chance for you to learn how the NHS works and will be planned primarily by your placement manager but with input from yourself. It will not be specialism specific but will instead be a chance to see different parts of the NHS and get a sense for how everything works - you will see both corporate and clinical side of things (covid dependent of course) so if there's anything you do want to see, please mention it to your placement manager. As part of one of the gradmails, we included an orientation planner so have a look through this for ideas.



## *How many hours for study would you recommend per week?*

Additionally, do you know how many exams/pieces of coursework we'll have throughout the scheme?

**General** question asked by **Emily S.** | 6 replies

**Kevin R.**

Associate Professor, DMU

20/07/2021

15hrs a week

**Emily S.**

20/07/2021

Thank you very much!

**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

You'll do 1 exam or piece of coursework for HR module (if it stays the same format) and it's normally due a while after the DMU study days to allow time for you to do your reading etc

**Georgina P.**

20/07/2021

Did you find the study a step up from your undergrad?

**Katie R.**

20/07/2021

Will the university provide us with learning/reading materials to help us?

**Kevin R.**

Associate Professor, DMU

20/07/2021

All books are provided

## *If the sessions are face to face when will we receive the dates?*

**General** question asked by   **Annie R.** | 22 replies



**Kevin R.**

Associate Professor, DMU

20/07/2021

Face to face Induction is 22nd September



**Annie R.**

20/07/2021

Thank you Kevin



**Dani P.**

20/07/2021

Hi Kevin, this is a lead on question from Annie's but after the face to face induction on the 22nd of September how many times will we be expected to travel to the university to attend face to face sessions?



**Kevin R.**

Associate Professor, DMU

20/07/2021

First module is 23/24th September then towards end of November



**Georgina P.**

20/07/2021

Will accommodation be provided for those days we are away or are we expected to sort this out ourselves?



**Kevin R.**

Associate Professor, DMU

20/07/2021

Don't know - ask GTMS about this. DMU do not arrange your accommodation.



**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

Hi Georgina, we will send around a comms around travel and accommodation shortly.



**Emily S.**

20/07/2021

I think this is more for GMTS team - when we have these days for learning at DMU (e.g. 23rd/24th September), do we need to book these off with our managers as annual leave/study leave, or will they have a list of dates and know when we're at DMU for the day?

**Grace H.**

Human Resource GMTS Trainee, NHS

20/07/2021

No as part of our contract managers should allow you to attend scheme education without having to book A/L or study leave - just make sure you let them know in advance that you won't be in

**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

Hi Emily - as Grace correctly indicated, these are days out of placement that won't use up your annual leave or study leave, just let your managers know that you'll be out of the office. We do let placements know education dates but we would advise you putting this in calendars once you start as a reminder :)

**Emily S.**

20/07/2021

That's really helpful, thank you!

**Georgina P.**

20/07/2021

Are the education sessions recorded or is there any way to catch up if we have to miss them for any reason?

**Kevin R.**

Associate Professor, DMU

20/07/2021

Yes to both. We use MS Teams and will be recording sessions via a classroom based system - but its obs much better if you're here as the focus will be on F2F this year not virtual.. Unless we get told otherwise.

**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

Education is a compulsory part of the scheme. Ours were recorded as they were online, but I am not sure when it goes back to being face to face that this will be the case

**Kevin R.**

Associate Professor, DMU

20/07/2021

We will also use BlackBoard - an online repository for module information - but as James said - try to get here - why wouldn't you as its 2 days out of the office!

**Georgina P.**

20/07/2021

Thank you- I was also wondering for the purpose of re-watching them!

**Kevin R.**

Associate Professor, DMU

20/07/2021

Yes they should be recorded - so you get the voice part. Some lecturers also use pre-recorded material so you can watch this beforehand too. It varies though.

**Katie R.**





20/07/2021

Will we only be with other NHS students when having DMU lectures or are there other students there too?

**Kevin R.**

Associate Professor, DMU

20/07/2021

Just the people in your cohort - so everyone on here - that's it. But there's another cohort that started in March 2021 and one from September 2020 but you won't be taught at the same time.

**Katie R.**

20/07/2021

Thank you

**Ellie B.**

20/07/2021

What are alternative options if you don't feel comfortable attending face to face because of Covid?

**Kevin R.**

Associate Professor, DMU

20/07/2021

You'll have to read the material and listen to the recordings. We are not planning to offer a full virtual course as well as the F2F version as we don't have the resources to do both.



***Can you give any details about the residential please? When it is likely to be and what we may do, if it's virtual?***

[General](#) question asked by **Katie R.** | 6 replies

**Kevin R.**

Associate Professor, DMU

20/07/2021

DMU phase is Face to face

**Georgina P.**

20/07/2021

Thank you- how often will we be expected to be at the uni for face-to-face teaching?

**Kevin R.**

Associate Professor, DMU

20/07/2021

Roughly every 6 weeks. 1st session is 22nd September Induction then two days of teaching 23/24 then end of November

**Rhea K.**

20/07/2021

Is there any university parking available?

**Kevin R.**Associate Professor, DMU  
20/07/2021

No parking on site I'm afraid. There's plenty in Leicester itself and a Park and Ride

**Rhea K.**

20/07/2021

Thank you



## ***What can I expect from the HR exams? What is the format? Essays or Short-answer?***

**General** question asked by **Hayley W.** | 9 replies

**Kevin R.**Associate Professor, DMU  
20/07/2021

Exams are 3 hours long. There's 2 of them on the entire course. Module Leaders for the two modules concerned will talk you through the process.

**Katie R.**

20/07/2021

When are exams? Is it one for each year?

**Kevin R.**Associate Professor, DMU  
20/07/2021

Theres 2 exams on the course - one January 2022 and one May 2022

**Katie R.**

20/07/2021

Thank you!

**Sophie W.**

20/07/2021

Do we have coursework as well as exams?

**Kevin R.**Associate Professor, DMU  
20/07/2021

Yes - 5 assignments

**Sophie W.**

20/07/2021

Do you know when they are due roughly?

**Kevin R.**

Associate Professor, DMU

20/07/2021

Yes - details at induction but each module is assessed before the next one starts

**Sophie W.**

20/07/2021

Thank you!

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## *Is there any reading/newsletters you would recommend to prep for the scheme?*

Also any other general preparation tips?

[General](#) question asked by **Jack S.** | 2 replies

**Kevin R.**

Associate Professor, DMU

20/07/2021

Get hold of a general HR textbook like Bratton & Gold or Beardwell and Claydon

**Jack S.**

20/07/2021

Thank you!

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## *How intense is the course alongside placements?*

I have studied level 5 Human Resources management CIPD for the last 9 months on top of working full time and found it quite intense. Will this be the same or more for level 7? Thank you

[General](#) question asked by **Lydia B.** | 7 replies

**Kevin R.**

Associate Professor, DMU

20/07/2021

L7 is Post Graduate so more theory

**Lydia B.**

20/07/2021

Thanks for the reply Kevin. Are exams/assignments taken throughout the two years or at the end?

**Oscar G.**

GMTS Programme Coordinator, NHS

20/07/2021

Hi Lydia, it's important to remember that as part of the scheme there are a number of support avenues so if things get a little heavy don't be scared to reach out.

**Lydia B.**

20/07/2021

Thanks Oscar. When you say support avenues please could you give an example?

**Kevin R.**

Associate Professor, DMU

20/07/2021

Each module is assessed before the next one starts

**Oscar G.**

GMTS Programme Coordinator, NHS

20/07/2021

You will have you TSM, placement manager and programme managers along with a coordinator on the GMTS side who you can reach out for a variety of reasons for support or assistance, but at DMU there is also wellbeing support. its also worth reaching out to tutors and Kevin as your course lead if you are experiencing difficulties they can also explore other avenues like extensions which we wouldn't be able to provide.

**Lydia B.**

20/07/2021

Ok thank you that's great



## ***What modules will we do and is there any choice on modules?***

**General** question asked by **Naomi J.** | 9 replies

**Kevin R.**

Associate Professor, DMU

20/07/2021

No choice on modules - there's 7 to complete

**Sophie W.**

20/07/2021

What are the 7 modules?

**Kevin R.**

Associate Professor, DMU

20/07/2021

ER, Law, HR in context, Leadership, Change, Skill for business and final project

**Naomi J.**

20/07/2021

Do any of them cover D&I?

**Georgia D.**

20/07/2021



Is the final project a dissertation type assessment?



**Sophie W.**

20/07/2021

Thank you



**Kevin R.**

Associate Professor, DMU

20/07/2021

Final project is more of a work based piece of consultancy



**Rhea K.**

20/07/2021

Do these modules run over the 2 years?



**Kevin R.**

Associate Professor, DMU

20/07/2021

No D&I - it isn't a module on the particular programme



## *What are some of the roles HR GMTs have gone in to after the programme?*

[Career Choices](#) question asked by **Naomi J.** | 7 replies



**Kevin R.**

Associate Professor, DMU

20/07/2021

Not one for me I'm afraid



**Naomi J.**

20/07/2021

OK thanks Kevin!



**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

Hi Naomi - this is a really broad question and is really down to personal preference based on your scheme experience. You will get a sense of what interests you over the 2 years and will be in a better place at the end of the scheme to make an informed decision about your future career choices. We would expect trainees to be going into Band 6/7/8a roles after the scheme and we will help with this through career development sessions which run as part of your experiential learning in Year 2.



**Naomi J.**

20/07/2021

Ok great thank you :)

**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

Trainees however can essentially go into any role they are qualified for and interested in - whether within the HR sphere or outside of this into more general management roles.

**Naomi J.**

20/07/2021

OK that's good to know - was wondering if it's purely HR or more broad

**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

It very much can be both - really depending on your experience on the scheme and what has sparked your interest :)



## ***Will we get information on the course structure and layout prior to the induction?***

**General** question asked by **Sophie W.** | 5 replies

**Kevin R.**

Associate Professor, DMU

20/07/2021

What do you want to know?

**Sophie W.**

20/07/2021

Dates and exam info, modules and course content

**Esme G.**

20/07/2021

It would be great to know the coursework deadline dates and exam dates please

**Sophie H.**

20/07/2021

Yes please, that would be good to know too!

**Kevin R.**

Associate Professor, DMU

20/07/2021

All dates given at Induction but you'll have three days here in September - 22/23/24 then end of November with exam in January.

## *Will all assessment dates, including exams and essay deadlines, be available for the entire year?*

[General](#) question asked by  Hayley W. | 6 replies



**Hayley W.**

20/07/2021

\*holidays and annual leave?



**Kevin R.**

Associate Professor, DMU

20/07/2021

No we can't fix some dates but module dates we can fix. Exam dates have to stay flexible as I don't run this part of the university,



**Hayley W.**

20/07/2021

Thank you!



**Leah W.**

20/07/2021

When would we be likely to receive these dates then in order to arrange holidays/annual leave?



**Kevin R.**

Associate Professor, DMU

20/07/2021

At Induction



**Leah W.**

20/07/2021

Thank you



## *Are we entitled to study leave for the two exams that we have in 2022?*

[General](#) question asked by **Sophie H.** | 5 replies



**Hayley W.**

20/07/2021

I'm interested to know this as well. Will we be expected to take annual leave if we need extra time to prepare?



**Kevin R.**

Associate Professor, DMU

20/07/2021

Don't know - thats one for GTMS

**Sophie H.**



20/07/2021

Ok, thanks Kevin

**Grace H.**

Human Resource GMTS Trainee, NHS

20/07/2021

You're allowed one day prior to the exam, but for assignments you are not entitled to any

**Sophie H.**

20/07/2021

Thank you Grace!



## *What sort of support might we receive from our managers during the GMTS?*

I.e. balancing studies and work.

[Life at the Company](#) question asked by **Emily S.** | 4 replies

**Kevin R.**

Associate Professor, DMU

20/07/2021

Perhaps one for GTMS?

**Grace H.**

Human Resource GMTS Trainee, NHS

20/07/2021

My programme manager has regular 1:1s with me and supports in me attending external meetings with her, getting what I need from the scheme, checks my placement manager is on top of everything etc. And then my placement manager is really good with the study/work balance support as he is really flexible with letting me block out an hour here or there in my diary for study time. Having regular 1:1s really helps to ensure you keep on top of everything.

**Naomi J.**

20/07/2021

That's helpful, thanks Grace!

**Emily S.**

20/07/2021

Amazing, thank you so much!



## *Are exams and assignments a pass/fail scenario whereby a certain mark is needed to pass? and what happens if you fail?*



**General** question asked by **Katie R.** | 7 replies



**Kevin R.**

Associate Professor, DMU  
20/07/2021

Pass mark is 50% and you get an opportunity to resit but mark is capped at 50%



**Katie R.**

20/07/2021

Thank you



**Georgia D.**

20/07/2021

Is the work & diploma graded the same as an undergrad (i.e. 2:1, 1st), or is it a case of passing or failing?



**Kevin R.**

Associate Professor, DMU  
20/07/2021

Pass merit distinction



**Georgia D.**

20/07/2021

Fab thank you!



**James L.**

HR Graduate Trainee (GMTS), NHS  
20/07/2021

They have the same boundaries though i.e. 70% and above is a distinction, 60% for a merit



**Georgia D.**

20/07/2021

Thanks James!

## *Is there a particular department I can ask my placement manager about?*

I am interested in employment law / grievances. To observe / work in

**General** question asked by   **Esme G.** | 3 replies



**Kevin R.**

Associate Professor, DMU  
20/07/2021

Not one for me - but your Law module is in 2nd year if that's any use.

**James L.**

HR Graduate Trainee (GMTS), NHS  
20/07/2021



Your organisation might have an Employee Relations team who you could work with. Every organisation is different but it's definitely worth a conversation with your managers when you start !



**Esme G.**

20/07/2021

Great, thank you



## ***If I'm several years out of studying, anything I should do to prepare?***

**General** question asked by **Naomi J.** | 14 replies



**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

As part of your EGA (the Elizabeth Garret Anderson programme) you have access to some study skills information which might help



**Kevin R.**

Associate Professor, DMU

20/07/2021

Try to get a general HR book to read. We have support for all learners here so will put you in touch with right people when you get here.



**Naomi J.**

20/07/2021

OK great thank you both!



**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

I would also add just try and keep on top of the studying weekly to keep on top of progress for both courses



**Naomi J.**

20/07/2021

Sure - will definitely try to



**Georgina P.**

20/07/2021

As part of the EGA how much studying are we expected to do- how many exams/coursework?



**Kevin R.**

Associate Professor, DMU

20/07/2021

We will also talk about what does it mean to study at PG level at Induction. And you're not the only one to have asked this :)

**Naomi J.**

20/07/2021

Thank you !

**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

For EGA, this will be covered by the EGA team but there are 3 residentials, and different numbers of assignments per modules - they will cover this in more depth on their specialism chat.

**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

No exams for EGA, but you will do one essay style question per module and a varying number of reflective pieces of work, but the tutors are great at explaining requirements

**Georgina P.**

20/07/2021

Thank you so much!

**Lydia B.**

20/07/2021

Clare/james, On which session do we find out more about the EGA? Do we need to attend the GM q&a?

**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

Hi Lydia - this will be covered on the GM Q&A however don't worry if you can't make this, it will be further covered at the Welcome Event and then within documents sent by the University of Birmingham.

**Lydia B.**

20/07/2021

Thank you

## *What is the dress code for days we are on placement?*

Business, business casual? Also what is the policy regarding tattoos, piercings, and unnatural hair colour?

[General](#) question asked by **Leah W.** | 3 replies

**Kevin R.**

Associate Professor, DMU

20/07/2021

When you're here we treat you as a student. This means we expect you to adhere to the Student Union Code of Conduct. This is available via the DMU Student Union.

**Clare R.**

Programme Officer, NHS Leadership Academy



20/07/2021

Hi Leah - this is a better question to ask to your placement manager as different organisations will hold their own policy. We would suggest business dress however for all placements, and if they are more relaxed, they will be able to indicate this.

**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

As an example - I wear trousers and a shirt, normally with a jumper over the top (although not at the moment) and no tie etc. Although as Clare said all organisations are different :)

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## *Can HR work from home much? With the pandemic has it been different or do people go into the placements?*

**General** question asked by **Katie R.** | 4 replies

**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

It is very dependant on the organisation

**Kevin R.**

Associate Professor, DMU

20/07/2021

Good question - several final year projects looked at this theme but not one I can answer!

**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

I work from home 2 days per week and spend 3 days in the office. Some trainees are in the office full time and some have been at home full time since March 2020!

**Katie R.**

20/07/2021

Thank you!

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## *Could someone give examples of companies where trainees have completed their flexi-placement?*

What role did they undertake while completing it? Also, does the flexi-placement link to the educational element of the course? (i.e will we be asked to write an assessment on our placement?)

**General** question asked by **Esme G.** | 10 replies

**James L.**

HR Graduate Trainee (GMTS), NHS



20/07/2021

When you get access to GENI there's a list on there (although a little out of date). Some trainees go to other NHS Organisations, some will go to the private sector and some choose to do something not HR related (if you can justify this with competencies)

**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

For example I am planning to go to my local council and will be working on how the HR team report various things

**Naomi J.**

20/07/2021

Very interesting :) What do you think you'll do James?

**Naomi J.**

20/07/2021

Ah cool! Thanks

**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

When I was applying, unfortunately COVID had a bit of an impact as it was the time when we were limiting face to face contact. Hopefully when you come to apply you can find something that fits your needs

**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

The great thing about Flexi is you can go anywhere (within reason and within England !)

**Naomi J.**

20/07/2021

Nice!! So excited to start!!

**Esme G.**

20/07/2021

Good to know. Will be asked to complete an assessment based on this placement or is it purely for experience?

**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

I can't confirm as I haven't completed mine yet. Some local academies will ask for feedback on the placement but the main "assessment" is through what competencies you've achieved whilst on your Flexi placement, if that makes sense?

The placement should benefit you with new skills and the NHS too by providing different experiences :)

**Esme G.**

20/07/2021

That makes sense, thanks!

## How have you found balancing work, study for the multiple courses and time off?

[General](#) question asked by   **Katie R.** | 10 replies



**Leah W.**

20/07/2021

I'd also like to know this. It's all sounding very overwhelming managing working full time, plus studying, and travelling to placement/DMU. Slightly worried that I'll become overwhelmed!



**Naomi J.**

20/07/2021

Yes same, would be keen to know too!



**Grace H.**

Human Resource GMTS Trainee, NHS

20/07/2021

It can be challenging, but what works for me is staying behind from 5-6pm everyday to study so that I don't have to use my weekend time. Speaking with your manager about how they can help would be good to do from the start.



**Katie R.**

20/07/2021

Similarly, are your work days in the NHS typical working hours (9-5)?



**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

Whilst there are a lot of aspects to the scheme, you are supported and can have conversations with your managers surrounding work load.

It's important to balance work vs. study. I don't work well in the evenings so I have a flexible working agreement where I compress my hours slightly, and leave at 12:30 one day, working slightly longer 3 other days



**Grace H.**

Human Resource GMTS Trainee, NHS

20/07/2021

Mine are 9-5 but I know some grads doing 8-4 - think it depends on the placement but will be mon - fri



**James L.**

HR Graduate Trainee (GMTS), NHS

20/07/2021

I work 8-4, but it depends on the organisation and service needs (we operate 8-6 in terms of pricing the advice to the organisation)



**Grace H.**

Human Resource GMTS Trainee, NHS

20/07/2021

Your regional trainee support managers are always good support if you ever become too overwhelmed and need anything

**Katie R.**

20/07/2021

Thank you both very much, that helps!

**Kevin R.**

Associate Professor, DMU

20/07/2021

At Induction we're trying to get all NHS students here in the late afternoon/early evening of 22nd so you have a chance to quiz them about DMU part of things.



## *How much time will the EGA take in addiiton to the HR course?*

**General** question asked by **Georgia D.** | 2 replies

**Clare R.**

Programme Officer, NHS Leadership Academy

20/07/2021

Hi Georgia, the EGA workload will be covered in the GM pathmotion or at the welcome event and will give you an insight into how you will balance the two workloads :)

**Georgia D.**

20/07/2021

Thanks!