

# Anness A

<b>Ministeru</b>	<i>TURIŻMU U PROTEZZJONI TAL-KONSUMATUR</i>
<b>L-impjeg</b>	<i>SENIOR MANAGER (RIŻORSI UMANI)</i>



MINISTERU GHAT-TURIŻMU U PROTEZZJONI TAL-KONSUMATUR  
233, TRIQ IR-REPUBBLIKA, VALLETTA, MALTA

## Funzjoni tar-Riżorsi Umani

L-oġġettivi tal-pożizzjoni huma li jappoġġjaw il-funzjonijiet kollha tal-immaniġġjar tar-riżorsi umani inkluż l-ippjanar tar-Riżorsi Umani, konformità tal-proċessi delegati u mmaniġġjar ta' ġestjoni tar-rekords/data aġġornati tal-impjegati li fuqhom jittiehdu d-deċiżjonijiet Strateġiċi tar-Riżorsi Umani. Dan ir-rwol huwa kumplimentari għal dak ta' People Management.

## Dmirijiet u responsabbiltajiet

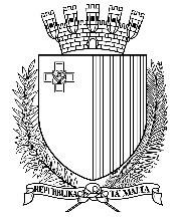
Id-dmirijiet ta' persuna fil-ħatra ta' Senior Manager (Riżorsi Umani) fil-Ministeru għat- Turizmu u Protezzjoni Tal-Konsumatur jinkludu li:

- i. Jiggwida lid-dipartimenti u entitajiet pubbliċi fi ħdan il-Ministeru fir-rigward ta' proċessi tar-riżorsi umani;
- ii. Imexxi l-monitoraġġ tal-funzjonijiet delegati tal-policies, programmi u Prattiki kollha tar-riżorsi umani biex jiżgura konformità mal-policies ċentrali mal-Ministeru;
- iii. Jikkordina mad-direttorati kollha fil-Ministeru biex jevalwa u jirrakkomanda lill-Kap tad-Direttorat tar-Riżorsi Umani l-bżonnijiet tar-riżorsi umani, pjanijiet ta' suċċessjoni u nuqqas ta' ħiliet;
- iv. Jappoġġa t-titjib tal-prestazzjoni fil-Ministeru/dipartiment permezz tal-ippjanar, il-monitoraġġ u l-evalwazzjoni tar-riżultati filwaqt li jsiru referenzi neċessarji għall-impjegati li jeħtieġu gwida fil-karriera, pariri jew miżuri korrettivi/dixxiplinarji;
- v. Imexxi verifiki kostanti u regolari ta' konformità biex jiġi żgurat li l-policies stabbiliti qed jiġu osservati, u tiġi segwita l-implimentazzjoni f'waqtha tal-miżuri korrettivi meħtieġa;
- vi. Jiffaċilita u jmexxi l-kordinazzjoni bejn l-Istrateġija tar-Riżorsi Umani u l-business goals, jikkontribwixxi lejn l-Analizi tal-Ħtigiet ta' Tahriġ u jappoġġja programmi ta' ġestjoni tal-bidla;

- vii. Jimmaniġġja l-ġbir ta' data relatata mar-rekords tar-Riżorsi Umani tal-Ministeru billi juża s-sistemi standard tad-Dakar HR Corporate Data System għad-dhul, mistoqsijiet u rappurtar;
- viii. Jikkordina mal-kapijiet tal-Ministeru biex jiżgura l-konformità shiħa tal-valutazzjonijiet ta' prestazzjoni u jieħu l-azzjoni meħtieġa biex jindirizza kull appraisal pendenti biex jiżgura li l-timeframes jiġu osservati strettament;
- ix. Jiżgura li s-sejhiet għall-pubblikazzjoni jiġu sottomessi b'mod korrett u skont it-timeframes meħtieġa, u jimmaniġġja l-funzjonijiet operattivi f'dak li għandu x'jaqsam mal-għoti ta' riżorsi billi jaġġorna r-rekwiżiti tal-impjiegi u d-deskrizzjonijiet tal-impjiegi għall-postijiet/karigi kollha;
- x. Jappoġġja u jipparteċipa b'mod attiv fil-ġestjoni ta' relazzjonijiet industrijali fil-Ministeru u jhejji d-data/il-ħidma finanzjarja kollha meħtieġa f'każ ta' negozjati;
- xi. Jipprepara, jaqsam l-informazzjoni u jirreferi lill-IPS impjegati godda li jridu jagħmlu induction course jew impjegati oħra li jeħtieġu taħriġ ta' żvilupp wara r-riżultati ta' performance appraisals kif ukoll jikkordina l-orjentazzjoni interministerjali kif meħtieġ;
- xii. Jappoġġja l-Kultura ta' Eċċellenza filwaqt li jassigura komunikazzjoni effettiva fil-livelli kollha;
- xiii. Iwettaq dmirijiet oħra kif ordnat mid-Direttur/DĠ responsabbli għall-People Management u s-Segretarju Permanenti;
- xiv. Jwettaq kwalunkwe dmirjiet oħra skont l-eżiġenzi tas-Servizz Pubbliku skont struzzjonijiet mogħtija mis-Segretarju Permanenti Ewlieni.

## Annex A

<b>Ministry</b>	<i>TOURISM AND CONSUMER PROTECTION</i>
<b>Job title</b>	<i>SENIOR MANAGER (HUMAN RESOURCES)</i>



MINISTRY FOR TOURISM AND CONSUMER PROTECTION

233, REPUBLIC STREET, VALLETTA, MALTA

### Human Resources Function:

The objectives of the position are to support all human resources management functions including HR planning, compliance of delegated processes and the management of updated employees records/data/statistic upon which Strategic Human Resource Management decisions are taken. This role is complimentary to that of People Management.

### Duties and responsibilities

The duties of Senior Manager (Human Resources) within the Ministry for Tourism and Consumer Protection include:

- i. Guides departments and entities within the Ministry with regard to HR processes;
- ii. Leads the monitoring of delegated functions of all human resources policies, programs, and practices to ensure compliance with central policies across the ministry;
- iii. Liaises with all directorates in the ministry to assess and recommend to the head of the HR directorate the human resources requirements, succession plans and skills gaps;
- iv. Supports the improvement of the performance in the ministry/department through planning, monitoring, and appraising of results whilst making necessary referrals for employees who require career guidance, counselling or corrective/disciplinary measures;
- v. Spearhead constant and regular compliance checks to ensure that established policies are being adhered to, and follow up on the timely implementation of corrective measures required;
- vi. Facilitates and drives alignment between the HR Strategy and business goals, contributes towards the Training Needs Analysis and supports change management programmes;
- vii. Manages the collations of data related to human resources records of the ministry by utilising the standard Dakar HR Corporate data systems for data entry, enquiry and reporting;
- viii. Liaises with the heads of the ministry to ensure full compliance of performance appraisals and takes the necessary action to address any pending appraisals to ensure that timeframes are strictly adhered to;

- ix. Ensures that calls for publication are uploaded correctly and according to required timeframes, and manages operational functions in relation to resourcing by updating job requirements and job descriptions for all posts/ positions;
- x. Supports and actively participates in the management of harmonious industrial relations in the ministry and prepares all the required data/financial workings in case of negotiations;
- xi. Prepares, shares data and refers to the IPS all new employees who have to undergo induction or other employees who require development following results of performance appraisals as well as coordinates the inter ministry orientation as necessary;
- xii. Supports the Culture of Excellence whilst ensuring effective communication at all levels;
- xiii. Performs other duties as directed by the Director/DG responsible for People Management and the Permanent Secretary;
- xiv. Any other duties according to the exigencies of the Public Service as directed by the Principal Permanent Secretary.