

**HR/OD PRACTITIONERS ANNUAL
CONFERENCE**

**CHANGE IS THE
NAME OF THE GAME**

**DELIVERING FOR
HEALTH**

FRIDAY 2 JUNE 2006

**THE HUB
EDINBURGH**



**HEALTHCARE PEOPLE
MANAGEMENT ASSOCIATION
SCOTLAND**



CHANGE IS THE NAME OF THE GAME

CONFERENCE THEME

This year's programme aims to inform HR and OD Practitioners of their potential role in the achievement of the objectives of 'Delivering for Health', the strategic direction in which NHS Scotland will provide health care services to the people of Scotland in the future. Annie Ingram's session will address these challenges and opportunities.

In addition to this both Deborah O'Dea and Morag McLaren will give us their views on how to manage change in the complex and evolving environment we all work in.

In keeping with the theme of the conference we have incorporated a 30 minute interactive game with a difference...!

Dorothy Elsey, Head of Learning and Careers, Scottish Executive, will be in attendance throughout the day to provide information and update delegates on 'Skills for Health'.

To end the day we will have the pleasure of hearing about Craig Mathieson's life long dream to ski to the South Pole and the trials and tribulations that brought.

WHO SHOULD ATTEND?

All Human Resource and OD Practitioners, representatives of Trade Unions and professional organisations, representatives and delegates from the NHS network in Scotland.

THE VENUE: THE HUB

Situated at the top of the Royal Mile and adjacent to Edinburgh Castle, The Hub, is located in the heart of Edinburgh's Old Town.

Edinburgh's Waverley railway station is only 7 minutes walk away and car parking can also be found on the Royal Mile (NCP car park beneath the Radisson Hotel) or on-street paid parking next to The Hub on Johnston Terrace.

SPONSORS AND EXHIBITORS



CHANGE IS THE NAME OF THE GAME

PARALLEL SESSIONS

We will be running two parallel sessions that will be repeated in the afternoon in order that every delegate can attend both.

1. Kerr Report
2. Managing Change

PROGRAMME FRIDAY 2 JUNE 2006

09.30 REGISTRATION, COFFEE AND EXHIBITION

- 10.00 Introduction and Welcome
JACKIE SUTHERLAND, MEDICAL STAFFING MANAGER, NHS
HIGHLAND
- 10.05 Opening Remarks
JOHN TURNER, WORKFORCE MODERNISATION DIRECTOR,
SCOTTISH EXECUTIVE
- 10.15 A practical approach to managing change from a HR
Director's perspective
DEBORAH O'DEA, HR DIRECTOR, ST MARY'S TRUST, LONDON

10.50 COFFEE AND EXHIBITS

- 11.10 Parallel Session 1 – Delivering for Health:
The Kerr Report
ANNIE INGRAM, DIRECTOR OF REGIONAL PLANNING &
WORKFORCE DEVELOPMENT – NORTH OF SCOTLAND
- Parallel Session 2 – Mice, Men and Cheese:
Navigating the maze of change
MORAG MCLAREN, ORGANISATIONAL DEVELOPMENT ADVISOR,
NHS FORTH VALLEY
- 12.15 Run Around

12.45 LUNCH & EXHIBITS

- 14.00 Parallel sessions repeated from the morning
- 15.00 Achieving the Impossible
CRAIG MATHIESON, POLAR EXPLORER
- 15.40 Summary of day and close
JOHN TURNER, WORKFORCE MODERNISATION DIRECTOR,
SCOTTISH EXECUTIVE
- 16.00 Sponsor Acknowledgement

16.15 RECEPTION

Reception hosted by Barkers



SPEAKER BIOGRAPHIES

John Turner

WORKFORCE MODERNISATION DIRECTOR, SCOTTISH EXECUTIVE

John joined the NHS as a Management Trainee in Trent Region in England in 1987. He has worked in General Management in Learning Disabilities, Mental Health, Community Services, and District General and Teaching Hospitals.

John moved to Scotland in 1994 and spent 8 years as Chief Executive of the Borders Community Health Services Trust, and Borders Primary Care Trust, before becoming the Pay Modernisation Director for General Medical Services for NHS Scotland.

In the Autumn of 2005 John moved into his current role of Workforce Modernisation Director for NHS Scotland – with responsibility for supporting delivery of: Agenda for Change, Consultants Contract and the GMS Contract; Pay Modernisation Benefits Realisation; Workforce Productivity; and the National Leadership programme. John is also the Deputy Chairman of the UK NHS Employers GMS Negotiating Team.

Deborah O’Dea

HR DIRECTOR, ST MARY’S TRUST, LONDON

Deborah joined the NHS in 1982 as Deputy Personnel Manager at Central Middlesex Hospital following appointments in Retail and Engineering.

She has held a number of senior HR roles in the NHS in West London and has been a HR Director since 1991.

Deborah’s experience has also extended to roles in general management and acting as Chief Executive of an acute trust for over a year.

Deborah is the Director of Human Resources and Organisation Development at St.Mary’s NHS Trust in London, a post that she has held since 1999.

A member of the first cohort of HR Directors to undertake the national HR Leadership programme Deborah received a distinction in her MSc from the programme and shared the year prize.

Deborah is committed to raising the profile of the HR profession in healthcare and this is reflected in the many roles she has undertaken at both national and local level as chair and member of a range of key advisory and steering groups.

Deborah passionately believes in the value of collaboration and partnership working based on genuine mutual respect and trust. She has a special interest in the dynamics of organisational behaviour, effective relationships and the impact on change and improvement.

Deborah is this years HR Director of the year and will become President of HPMA in October 2006.

Dr Annie Ingram

DIRECTOR OF REGIONAL PLANNING & WORKFORCE DEVELOPMENT –
NORTH OF SCOTLAND

Annie Ingram is one of the three Directors of Regional Planning established in Scotland and has combined this role with that of Director of Regional Workforce Development for the North of Scotland. In the North, the integration of service and workforce planning was seen as key to ensuring the development of sustainable future solutions.

Prior to this appointment Annie was the Project Manager for the establishment of the Ambulatory Diagnostic and Treatment Centre (ADTC) at Stracathro Hospital in Angus. This post was combined with a short secondment to the HR Directorate within SEHD, investigating the impact of working time. Previous experience includes Clinical Group Manager for Critical Care Services in Tayside, including management of Theatres, Anaesthesia, ICU, Renal and Pharmacy services for Tayside.

A Fellow of the Chartered Institute of Personnel and Development, Annie’s early career was spent in HR, with a variety of posts in England and Scotland, including Deputy Director of HR in Dundee, pre-1999 reorganisation. During this time Annie developed a particular interest in Employee relations and partnership working.

Annie has an interest in European law and the impact in the NHS. Her PhD thesis investigated the Impact of Working Time Legislation on NHS Scotland and she previously completed an LLM on the impact of the Acquired Rights Directive and TUPE on the NHS in Scotland.

SPEAKER BIOGRAPHIES

Morag McLaren

ORGANISATIONAL DEVELOPMENT ADVISOR, NHS FORTH VALLEY

Morag McLaren is an Organisational Development Advisor working in NHS Forth Valley. She joined the NHS as a Student Nurse in 1977 and has had a long and satisfying career as a mental health nurse in various management and leadership roles.

In 2001, Morag was recruited to deliver the RCN Clinical Leadership Programme in Forth Valley and continued in the role for 3 years. During that period she developed an increasing interest in the development of the organisation as a whole and in particular the implementation of change and supporting staff through the process of change.

In the autumn of 2004, Morag moved to a full time role in Organisational Development - with particular responsibility for supporting the implementation and development of Community Health Partnerships, Joint Future, Leadership Development and the implementation of SVQ training for unqualified staff.

Morag has a continuing interest in team development, partnership working and the management of change in complex organisations.

Craig Mathieson

POLAR EXPLORER

On the 28th December 2004, Craig Mathieson, a 37 year old father of 3, completed his life long dream by skiing across the frozen wastes of Antarctica to reach the South Pole. Hauling his 160lb sledge for over 730 miles, Craig had to endure temperatures of below -60c, hunger and injury to achieve this ultimate feat of endurance.

His expedition has officially been recognised as the first ever Scottish expedition to reach the South Pole by the Royal Scottish Geographical Society. His talk will cover his preparation, the expedition and his future plans, inspiring all who get a chance to hear it to achieve their own "South Pole".

**CHANGE IS THE
NAME OF THE
GAME**

**THE COST OF
ATTENDING THIS
ONE DAY EVENT
IS £95.**

BOOKING FORM

Please use black ball point pen and BLOCK CAPITALS to fill out this booking form.

First Name		Last Name	
Title		Designation	
Nominating Organisation			
Address for correspondence			
Telephone No.		Fax No.	email address (confirmation will be sent by email)

So that we can help appropriately please indicate below if you have any particular requirements such as diet, sound amplification, or special assistance with access

--

Please send your booking form to:

Cheryl Goff
Convention Management Service
Scottish Health Service Centre
Crewe Road South
Edinburgh EH4 2LF

Tel: 0131 623 2529

Fax: 0131 623 2525

Email:

hrod@conventionmanagement.co.uk

www.conventionmanagement.co.uk

HOW TO PAY:

Cheque: I enclose a cheque for £ * made payable to the Common Services Agency

Invoice Invoice address if different from above:

--

Your booking will not be guaranteed without a relevant Purchase Order No.

Purchase Order Number

Credit Card We can accept the following credit cards: 

Please debit £ * from Mastercard/Visa/Delta/Maestro

Card no

Expiry date Security Code

Maestro Issue No Maestro Issue date

Name (as it appears on the card)

Issuing Bank

Cardholder's address (inc Postcode):

VAT

*Please note that 17.5% VAT is applicable to your fee if your paying organisation is a non NHSScotland organisation whose VAT No does not belong to the 654... series. VAT No 654 8516 12

Terms & Conditions

This booking form constitutes a legally binding agreement. Payment must be received in full prior to the event. Conference details will be issued subject to receipt of payment. We cannot be held responsible for non-arrival of registration information. If you have not heard from us 7 days prior to the conference, please contact us on 0131 623 2529. Cancellations must be confirmed in writing before 19 May 2006 and will be refunded minus an administration charge of £20. We regret that no refund can be made after that date, although substitutions will be accepted if notified in writing prior to the event.



DATA PROTECTION

The Convention Management Service, Scottish Health Service Centre, is part of NHS National Services Scotland for NHSScotland. The information gathered from this form will be used to process your delegate registration for this event and may be used to notify you of future, similar events organised by the Convention Management Service. If you do not wish to receive future notification please tick.

Signature

Date	<input type="text"/>	<input type="text"/>	<input type="text"/>
------	----------------------	----------------------	----------------------