

HPMA WALES CONFERENCE 2006

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WHY WE NEED TO CHANGE

"All employers need to take a radical look at human resources practice and workforce development, to improve productivity through better people management, staff deployment, technological application and process redesign"



THE CHALLENGES

- Huge financial pressures
- The need to modernise service delivery
- Service reconfiguration
- The need to modernise people management and HR practice so that we are the employer of choice
- The need to recruit, educate and develop the staff to meet service needs



HOW ARE WE GOING TO DO IT?

3 Key Themes in **DESIGNED TO WORK**:-

ONE - Develop a new approach to role redesign and innovative work systems to meet patients' needs

TWO - Create an organisational and workforce development planning system to deliver service change

THREE - Develop a people management, HR and OD service for the delivery of innovation



KEY THEME **ONE**

- Future workforce vision
- Work with NLIH and the Deanery to promote service redesign and innovation
- All organisations to have workforce modernisation strategies
- Maximise pay modernisation benefits to deliver change
- Regional workforce networks to support delivery of Designed for Life



KEY THEME **TWO**

- WDECu to develop new workforce planning systems looking at whole systems and chronic disease management model
- Re-focus education commissioning and contracting for the future workforce
- NLIH to drive forward learning and development to deliver change



KEY THEME *THREE*

- Assess HR capacity to ensure focus on change and modernisation
- Commitment to deliver the benefits of ESR
- Develop people management skills across the services
- Implement the **DESIGNED FOR WORKING LIVES** standard
- Performance manage achievement of **DESIGNED TO WORK**



THE HR CHALLENGE

- NHS Wales is a people based service – HR practice will make the difference
- Everything we need to achieve must be done through and with people
- HR must maximise the return on the massive investment in our staff
- We must offer a modern service in organisations which are employers of choice



AND FINALLY.....

- ✓ ***This time it's REAL***
- ✓ ***Together we can do it...!***

