



network

The Newsletter of the Healthcare People Management Association



Mike Pyrah
HPMA President

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Are your colleagues getting eNetwork?

If you or any of your colleagues have experienced problems downloading, viewing or receiving the first two issues of the electronic newsletter please email Lauren@chamberdunn.co.uk at Chamberlain Dunn Associates.

HPMA take Assembly seat

At this busy time in the NHS (is there ever a quiet time these days?), I hope you are finding some time to prepare for the Christmas period and perhaps enjoying the odd party or two. It has been a busy time for Healthcare People Management Association – yes we are using our new name – with a packed UK Council meeting in November implementing the changes agreed at the AGM in Torquay.

I am delighted that our new logo has been agreed and would like to thank Paul Schanzer and members of the Welsh Branch who worked with Euro RSCG Riley to develop the logo. Agreeing a logo is not an easy task and always subject to personal opinion, however ours is distinctive and will identify HPMA in its new exciting future.

HPMA have been offered a seat on the

Assembly of the new Employers Organisation and we have agreed to join. We are determined to represent the views of the membership and will develop ways of ensuring you can make your views known to the HPMA representative on the Assembly. I have taken up the position for the time being and we will agree a way of choosing the representative in due course.

Many thanks to all those who have volunteered to be involved in the work of the HPMA. A good response has been received to establishing special interest groups, representing the association and being one of the additional six members. Peter King is making contact with all those who responded.

Finally may I wish you all a Merry Christmas and best wishes for a Happy New Year.

Former AHHRM President takes up CIPD Role

Even more proof the HPMA is good for your career! We are delighted to announce that Sally Storey – president 2000/2001 – has been appointed vice president of the Chartered Institute of Personnel Development.

Sally's appointment was ratified at the CIPD Harrogate conference and is one of eight vice presidents each providing leadership in a policy area for the CIPD. Sally will lead on the Diversity and Equality portfolio and is the only NHS HR professional to be invited to take on the role since Steve Barnett a few years ago when he was Andrew Foster's deputy.

It is further reflection of the profile of AHHRM/HPMA and the value the CIPD places on NHS/public sector contributions in key policy areas.

Sally will continue to work as an HR director in the NHS and is happy to receive ideas on the subject of diversity.



Sally Storey

2005 AWARDS



Excellence in HRM Awards 2005



nhs:partners
HR solutions in health and social care

HPMA and NHS Partners Excellence in HRM Awards 2005

We delighted to begin the countdown to the fourteenth annual HPMA and NHS Partners Excellence in HRM Awards.

These awards celebrate excellence in HR across the NHS. Through this scheme we aim to raise the profile of people management and help the exchange of innovative ideas and good practice.

With entries coming from every part of the UK, the awards have evolved to become the biggest celebration of HR excellence in UK health services. All our finalists receive a specially commissioned glass award and certificate as well as a share of the prize fund – which this year is set to top £28,500!

And don't forget to put these key dates in your diary:

Awards launch	1 March
Closing date for entries	15 April
Shortlisted entries notified	16 June
Judging day	12 July
Finalists notified by post and receive an invitation to the ceremony	15 July
Awards ceremony (Marriott Hotel, Grosvenor Square)	15 September

So start thinking about the project or initiative your organisation will enter this year, as we aim to have another record-breaking number of entries.

The future looks bright



Over 95% of human resource professionals feel they have the support and commitment of management in carrying out the national HR programme. This finding comes from research conducted by GEE Publishing among members at the annual HPMA conference.

The HRM workload in the next 12 months will include a variety of new and onerous responsibilities, including the HR contribution to STARS rating, changes to the working time rules and finalisation of consultants contracts. According to the survey, the roll-out of A4C will present the greatest challenge to HR departments, followed by the application of KSF and IWL Practice Plus.

On a positive note, less than 20% of respondents stated that they did not have the capacity to cope with the forthcoming changes.

The research also examined ways in which greater support could be given to HR professionals working in healthcare. An increase in personnel staffing levels

was seen by respondents as a top priority. Creating better relationships with staff representatives and increased performance management were also highlighted as areas which could be improved to ease the HR workload.

Members also made additional suggestions, with one individual stating that too much time was spent fire-fighting, with no opportunities given for thinking downtime. Another member suggested that regional training programmes and an opportunity for sharing good practice would greatly assist in reducing the HRM workload.

Mike Pyrah, president of the HPMA, said: "Overall, the findings from the survey are very positive and say a lot about the high level of confidence and optimism of HR practitioners working in healthcare.

"However, the survey has revealed an area that, perhaps, needs attention. Only 40% of practitioners feel the development of HR professionals within this sector is satisfactory."

The full research report can be obtained by contacting Dominique Ednie at Consult GEE, email dominique.ednie@thomson.com or tel 020 7393 7399.

EXECUTIVE NEWS

**New Logo Agreed**

The logo for the newly named Healthcare People Management Association has been agreed. It involved much discussion and was finally a unanimous decision. The new design is intended to remind all that the Association is about people, is upwardly mobile. Being a single colour it is simple to reproduce and can be used by branches in HPMA communications.

Research: Improving Health Through HRM

The research programme commissioned by HPMA, CIPD and DoH commenced in November. As reported in the last edition of Network the research contract was awarded to Manchester University Business School. An advisory committee has been established to oversee the research and the HPMA members of this Committee are Seamus Elliot – Eastern Ambulance Trust, Peter Sutton – Bexley Care Trust, Bernard Scully – Birmingham University Hospital Trust, Elaine Way, Mike Pyrah and myself.

The first phase on the project includes a literature search and consultation (obtaining views of HR practitioners and others about what is important in people management) dates for the consultations will be widely publicised; HPMA members are welcome, and encouraged, to attend these meetings. A poster describing the whole project will soon be on the website www.ahhm.org.uk

Conference 2005 Glasgow

The 2005 conference will be in Glasgow 12-14 October 2005. The design and planning for the conference will commence in January. The last conference has been evaluated and particularly helpful in this was the review undertaken by the HR Champions on the Tribal/HPMA development programme for HR Practitioners. Among other recommendations the HR Champions encouraged us to broaden the appeal of the conference to include more activity for practitioner level members. The next conference will therefore have dual strands running through the three days appealing to a strategic and practitioner level audience.

If you have ideas and want to contribute to the planning of the conference please contact Lauren Crawford on Lauren@chamberdunn.co.uk

Special Interest Groups, representing the UK Council

Many thanks to members who volunteered and showed interest in becoming involved with the work of HPMA. I am working through the list of people who responded and matching them with opportunities. The most popular subject areas for special interest groups are employment law, training and development, organisation development and a good practice network. We will be developing ideas with those who contacted us to take these subjects forward.

Healthexectv

Healthexectv is a 'free-to-view' internet television service. Some of you may have seen Mike Pyrah in a TV debate on staff recruitment in the NHS. Members can access the service free by logging on to healthexectv.tv. The latest topic they are researching is 'MRSA – are there HR implications?'. If you have any views or comments on the subject contact me and I will put you in touch with the programme makers.

Shipman Inquiry – Fifth Report

Any of you who have read the fifth report of the Shipman Inquiry will have noticed considerable implications for Primary Care Trusts and there a several recommendations that involve HR. These range from those which are relatively simple to implement such as the signing of GP references by medical director or clinical governance leads to the more 'thorny' issue of recording unsubstantiated allegations against GPs. This whole area of HR implications may be a useful issue on which to exchange views and good practice within the association.

Have a very Merry Christmas and a Happy New Year
Peter King, Executive Director

DATES FOR YOUR DIARY

● **Scottish branch events:**

Employment Law update with ConsultGee
22 February 2005, The Corinthian, Glasgow

Conflict Management with John Crawley
12 April 2005, NHS National Services Scotland, Edinburgh

● **HPMA Welsh Branch Conference**

28-29 April 2005, Holland House Hotel, Cardiff

● **HPMA Northern Ireland Branch Conference**

17-18 May, Limavady venue

● **HPMA and NHS Partners Excellence in HRM Awards:**

Competition launch 1 March 2005
Closing date for entries 15 April 2005
Judging day 12 June 2005, Central London venue
Awards ceremony 15 September 2005, Marriott Hotel, Grosvenor Square

● **HPMA UK Conference**

12-14 Oct 2005 Glasgow Moathouse Hotel