Welcome from HPMA North West Vice President: Janet Wilkinson

Welcome to the HPMA North West Roadshow event, the first one in the roadshow series. This is a great opportunity to get together as a branch to hear from some inspiring speakers and to share ideas with colleagues, but also to find out about our work and how you can get involved. I’d like to thank our sponsors for supporting the event, without them it wouldn’t be possible. Have a great day.
THE PROGRAMME

9.00 Registration, refreshments and exhibition

10.00 Chair’s opening remarks
    Wendy Williams, Chair, Clatterbridge Cancer Centre NHS Foundation Trust

10.05 HPMA North West Vice President’s Welcome
    Janet Wilkinson, HPMA Vice President North West, Director of HR, OD and Education,
    University Hospital of South Manchester NHS Foundation Trust

10.10 The future for HR
    David D’Souza, Head of Engagement and Head of London, CIPD

10.50 Leading GM
    Carolyn Wilkins, Chief Executive, Oldham Borough Council

11.15 Refreshments and exhibition viewing

11.45 Workshops – attendees choose one

A The development of the Salford Integrated Care Organisation
    Jo Finnerty, Salford Council & Kathryn Davies, Salford Royal Hospital NHS Foundation Trust

B Why you need to be remarkably good at writing business cases
    Richard Walker, Director; Walkerstone

C Preparing for future workforce change – the legal challenges for HR
    Andrew Davidson, Partner, Hempsons

12.30 Lunch and exhibition viewing

13.30 Panel: What I want from HR
    Andrew Foster, CEO, Wrightington, Wigan & Leigh NHS Foundation Trust
    Amy Barringer, Regional Lead for Health North West, UNISON
    Tracy Myhill, Chief Executive, Welsh Ambulance Services NHS Trust
    Estephanie Dunn, North West Regional Director, Royal College of Nursing
    Panel chair: Wendy Williams

14.15 The Culture Change Challenge
    Tracy Myhill, Chief Executive, Welsh Ambulance Services NHS Trust

2.45 Chair’s closing remarks

3.00 Close
THE SPEAKERS

**Wendy Williams**, Chair, Clatterbridge Cancer Centre NHS Foundation Trust

Wendy’s career in private and public sector organisations was as an HR and Change Director specialising in change. For over 20 years, she has run her own consultancy business, handling large-scale change projects and strategic reviews with clients. She has worked extensively in several UK central government departments as well as internationally in manufacturing, construction and utilities in France, Germany and the USA. Having a long association with the NHS, she has held three non-executive director positions and is an ACCEA assessor and NHS Mentor. She is also on the Board of Liverpool John Moore University. Wendy has served twice as a school governor as well as a board member of a regional NSPCC Business Board.

**David D’Souza**, Head of Engagement and Head of London, CIPD

David is the CIPD’s Head of London. Recently described as “one of the UK’s most influential HR and workplace commentators”, he is a respected speaker and writer on progressive HR & business practice. David has expertise on a wide range of areas, including organisational development, learning & development, ethics and the future of work. Prior to joining the CIPD, David worked as an independent Organisational Development Consultant, having held previous roles as Head of People Development at Metrobank and in various HR positions for an international FS firm.

**Carolyn Wilkins OBE**, Chief Executive, Oldham Council

Carolyn is currently the Chief Executive at Oldham Council where she has taken forward a significant programme of growth and reform through the Cooperative agenda. She undertakes the lead chief executive role for Greater Manchester on a range of issues including Fairness, Equalities and Cohesion which includes the Inclusive Growth agenda, delivering the Complex Dependency programme as part of wider public sector reform, and the development of a Greater Manchester Leadership and Workforce Development Framework. She is also the Clerk to the Greater Manchester Waste Disposal Authority. In addition, she is the Chair of the Oldham Maggie’s Fundraising Board. Carolyn was awarded an OBE in June 2016 for her services to local government. In March 2017 she was selected for inclusion on the 2017 Northern Power Women Power List.

**Tracy Myhill**, Chief Executive, Welsh Ambulance Services NHS Trust

Tracy has worked in the NHS in Wales for 30 years, beginning her career in 1984. Over the last 20 years Tracy Myhill has worked in a number of Board level roles before joining the Welsh Ambulance Service as its Chief Executive in October 2014. Tracy has an energetic and charismatic approach to leadership. She is engaging and authentic with strong personal values of openness and integrity. Tracy is passionate about improving the health of the population and health services, with a strong commitment to connecting personally with patients, staff and the public. She has proved adept at working with the media and politicians. Tracy is also committed to partnership working with trade unions and other stakeholders to achieve positive outcomes.
Andrew Foster, CEO, Wrightington, Wigan & Leigh NHS Foundation Trust

Andrew was appointed as Chief Executive in January 2007 and he led the successful application which resulted in WWL becoming a Foundation Trust in December 2008. His main interests have been quality and staff engagement with a particular desire to learn from the best hospitals in the world. Over the years WWL has developed a significant reputation, winning many national awards in both of these areas, whilst also achieving almost all major targets and enjoying financial stability. In 2014, WWL won three national HSJ awards including Provider Trust of the Year. Previous roles include NHS Director of Human Resources (Workforce Director General) at the Department of Health with principal responsibility for implementing the workforce expansion and HR systems modernisation set out in the NHS Plan; part time Policy Director (HR) at the NHS Confederation. Andrew was also the Chairman of Wrightington, Wigan and Leigh NHS Trust from 1996 to 2001 and before that Chairman of West Lancashire NHS Trust and Non-Executive director at Wrightington Hospital NHS Trust. From May 2016 Andrew was appointed as sponsor CEO for the NHSI A&E Improvement Plan in the North of England. Andrew is the Chair of GM Strategic Workforce Board.

Amy Barringer, Head of Health NW and NW SPF Co-Chair, UNISON

Amy is a RegionalOrganiser with UNISON North West Region and is the lead official for health care. She is also North West SPF Co Chair. She has worked in North West since 2008 having previously worked in UNISON HQ. Before working in the trade union movement Amy was a parliamentary assistant to a labour MP after completing a politics degree at Nottingham University.

Estephanie Dunn, North West Regional Director, Royal College of Nursing

Estephanie trained as a General Nurse and worked in a range of clinical settings before moving into Nurse Education at the University of Northumbria. Returning to clinical practice as a Lecturer Practitioner in Child Health, moving to General Management as Senior Nurse/Business Manager for Children’s Services, General Manager for a City wide Adult Learning Disability Service, and Director of Nursing within a PCT prior to working in interim Director and Project Manager roles. She joined the RCN in March 2010 as Operational manager for the Northern Region. Estephanelie took up the post of RCN Regional Director for the North West region in August 2014.
THE SEMINAR LEADERS

Jo Finnerty, Strategic HR Manager, Salford Council
Joanne is a graduate in Social Science, and started her career in HR with Greater Manchester Police working on their civilisation programme. On becoming a Member of the Chartered Institute of Personnel and Development, she moved into local government where she currently works as a Strategic HR Manager for Salford City Council. The focus of her role at present concentrates on the workforce aspects of the Greater Manchester Devolution agenda, and on an ambitious programme of transformation across all of Salford City Council services.

Kathryn Davies, Workforce Transformation Lead, Salford Royal NHS Foundation Trust
Kathryn obtained her first degree in Psychology from Bangor University, then began her HR career in the Retail Industry, before moving into Local Government and becoming a Member of the Chartered Institute of Personnel and Development. After then spending a few years in the Financial Services sector and Rail Industry, she entered the NHS and gained a Post Graduate qualification in Health and Social Care Management, and Masters Degree in Employment Law. Her NHS experience includes 10+ years at a Mental Health Trust (GMMH) before moving to Salford Royal. She is the workforce lead for Salford Integrated Care Organisation.

Richard Walker, Director, Walkerstone
Richard is a business writer, marketer and professional trainer. His background includes senior marketing roles with Microsoft, EDS (now HP) and Abraxas (now Randstad), where, as marketing director, he authored numerous reports, business cases, and winning proposals. His training focuses on business writing, business case writing, proposal writing and report writing for organisations ranging from SSE to the NHS. As an accomplished business writer, he is often contracted to manage bids and write appealing business cases for companies. He is a member of Chartered Institute of Marketing.

Andrew Davidson, Partner, Hempsons
Andrew has over eighteen years’ experience of providing employment law advice to NHS and public sector organisations. He advises on the full range of employment law issues including Employment Tribunals, TUPE and large-scale restructures/redundancies. Andrew is a regular and highly rated speaker and trainer on employment law matters and has spoken at the national Health and Wellbeing at Work conference, Primary Care Live, NHS Providers, several Healthcare Conferences UK seminars and has spoken at NHS Employers seminars across the country.
A  
The development of the Salford Integrated Care Organisation  
Joanne Finnerty, Salford Council & Kathryn Davies, Salford Royal Hospital NHS Foundation Trust  
In this workshop, we will examine how we worked in partnership to overcome the significant workforce challenges faced when establishing a fully integrated health and social care organisation, which involved the transfer of 400+ social care staff from a Local Authority to NHS Employer. Included in the workshop will be:  
• TUPE and Pensions  
• Statutory functions  
• Contracts  
• OD and staff engagement, culture and leadership development.

B  
Why you need to be remarkably good at writing business cases  
Richard Walker, Director, Walkerstone  
This workshop focuses on why NHS managers need to be highly effective at writing business cases, and how you, yourself, can become remarkably good at writing business cases. We cover methods to convert an exciting idea in your head into a compelling story on paper. You will learn how to apply logic and reasoning to a situation to create the basis for a credible plan of action.  
Topics include:  
• the defining of problems and opportunities  
• creating solutions  
• presenting your business case to best effect.

C  
Preparing for future workforce change – the legal challenges for HR  
Andrew Davidson, Partner, Hempsons  
One of the biggest challenges for the NHS is to create and manage the workforce for the future. In this session we look at the employment law and HR challenges associated with the move to greater integration, STPs, new models of care etc.  
The aim of the session is to update and equip HR professionals in the NHS to manage these new challenges. The session will include, in this context, a consideration of:  
• TUPE  
• Secondments  
• Changing terms and conditions  
• Pensions  
And practical tips for managing change.

...TO CONFIRM WHICH OF THE ABOVE WORKSHOPS YOU WOULD LIKE TO ATTEND AT THE HPMA NORTH WEST ROADSHOW PLEASE DO THIS BY THE BEFORE 12 MAY
NHS Employers actively seeks the views of workforce leaders on key issues in order to support them to develop a sustainable workforce, improve staff experience and provide high quality care to patients. We influence workforce policy at regional, national and European levels and turn policies into practical workable solutions. Find out more about how we support the NHS workforce:

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@nhsemployers

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Think are a Totara Platinum partner and the largest TotaraLMS provider to the NHS. We are currently delivering modern learning and performance systems to 20 healthcare organisations and 100,000 healthcare workers. We’re small enough to be agile, flexible and build lasting relationships with our clients, but large enough to deliver organisation-wide change. We are the ideal learning and compliance partner for the NHS, allowing Trusts to improve back office efficiency and use their resources as effectively as possible, so that the service can continue to provide quality and sustainable care.

www.think-associates.co.uk

Neyber provide financial wellbeing solutions as a free staff benefit. We partner with organisations to offer staff access to practical online tools, educational content and fairer finance when they want to borrow or save money. All through salary deduction with no cost/risk to the employer.

Neyber believe financial wellbeing is a vital component of any wellbeing strategy to drive staff engagement, increase productivity and reduce stress.

www.neyber.co.uk

Since 1989 CMP Resolutions has been supporting employers to close the gap between employee behaviours and organisational values, and avoid the financial and human costs of conflict. We are the UK’s leader in conflict management training, and services to employers, including mediation, investigation, harassment advice, dignity, inclusion and more. CMP have an unparalleled breadth and depth of knowledge and experience of workplace conflict, and provide pragmatic, informed and adaptable solutions to our clients’ needs. 88% of our clients return to us year on year.

www.cmpresolutions.co.uk
0845 603 900

Established for over 25 years, and with over two-thirds of the NHS already using our specialist NHS VAT, Financial Management and Workforce Management services, Liaison’s mission is to deliver savings to NHS clients by creating strong and long lasting relationships based on honesty, and results.

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0845 603 9000
Our sponsors

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Our products make rostering, planning, managing and monitoring agency and bank staff more efficient.

That’s because our software is packed with time and money-saving features. ClarityROSTER, for example, schedules staff by activity – meaning you can build multi-disciplinary teams across multiple locations, quickly and easily. Meanwhile, ClaritySTAFFBANK allows you to post bulk shifts on one screen, in just one click.

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Relias Learning

Relias Learning provides online training solutions for the entire health and social care continuum, but is not only the expert in training compliance. Crucially, Relias Learning helps pressurised organisations achieve efficiency whilst safeguarding or raising quality of care for patients. Healthcare providers are using the Relias Learning Management System to achieve:

• Higher quality, consistent training for all staff
• Increased absorption and retention of course content
• Raised staff proficiency and productivity
• Reduced clinical variability, and more reliable services
• Improved patient outcomes and experience
• Better staff enjoyment and feedback
• Lower expenditure

www.relias.co.uk

HEMPSONS

Hempsons – leading health and social care lawyers.

Hempsons employment team understands the workforce challenges within the NHS and are experts on national terms and conditions, disciplinary and capability issues (including MHPS for doctors), TUPE transfers and the full range of NHS HR issues. We provide robust, actionable and knowledgeable advice quickly across the full range of services in this area.

www.hempsons.co.uk

ER Tracker

ER Tracker by Software Europe is a HR case management system designed to improve compliance, increase visibility and reduce case management errors. Turn your paper HR policies into manageable, visible stages and steps; featuring integrated emails, letter templates, reminder emails and SMS alerts and real-time dashboards. Awarded HR Product of the Year at the UK Cloud Awards, ER Tracker by Software Europe is a configurable and flexible solution for tracking, recording and monitoring all your employee relations cases.

www.software-europe.com

Allocate

Allocate provides software for eRostering, bank staff, daily staffing, CQC/ward assurance as well as appraisal and revalidation. Our workforce solutions are used by 180+ organisation in the UK.

Visit our stand and find out more on shared staff banks and how to make them work, how to meet the Carter recommendations, including CHPPD reporting and much more. Our team have case studies, animations and masses of expertise on hand to answer any questions you have, as well as providing demos of HealthRoster, SafeCare and Employee Online.

Contact Liz Jones, UK Marketing Director on liz.jones@allocatesoftware.com

www.allocatesoftware.com

020 7355 5555 @AllocateS

Questback

Questback helps NHS Trusts listen to employees and act on their feedback to drive bottom line results. Organisations including Northern Devon Healthcare NHS Trust use Questback’s feedback platform and experience to improve retention rates, attract new staff, increase productivity, unlock innovation, support Speaking Up programmes and boost patient care.

www.questback.com
post.uk@questback.com
0207 403 3900

Roadshow 2017

www.questback.com

Post UK

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www.software-europe.com
BRANCH DETAILS

HPMA North West Vice-president:
JANET WILKINSON
janet.wilkinson1@uhsm.nhs.uk

HPMA North West have a strong branch committee and we are working closely with NHS Employers, and partnerships have been established with CIPD & PPMA.

<table>
<thead>
<tr>
<th>Name</th>
<th>Email</th>
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<tbody>
<tr>
<td>Emma Logue</td>
<td><a href="mailto:emma.carter@uhsm.nhs.uk">emma.carter@uhsm.nhs.uk</a></td>
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Please get in touch with one of the committee members to find out how you can get involved with the branch.

UPCOMING BRANCH EVENTS

Clued up or clueless? – It’s your call: A comprehensive practical session on how to quality assure workplace investigations

11 July 2017 | Radisson Blu Hotel, Manchester Airport

Free to members. Visit the website [here](http://www.hpma.org.uk/branches/north-west) for more information.

HPMA North West is committed to supporting members’ Learning and Development, focussing on topics that are current, relevant and have real practical value to their busy day to day practices. Having listened to what our members want to hear about, HPMA has partnered up with law firm, Law by Design and its sister company Investigations by Design. Together we are offering members a full day interactive seminar and workshop on how to ensure workplace investigations are conducted with sufficient rigor and quality not only to satisfy an employment tribunal but to satisfy the requirements of natural justice and internal core values.

A defective or incomplete investigation can be highly expensive in terms of human, legal, financial, business and reputational consequences. Hosted by experienced NHS lawyer and Director, Kirsty MacDonald and supported by senior colleagues from both LBD and IBD, the session will guide delegates through the legal and practical minefields of undertaking a high-quality investigation in the workplace. It will comprise a mixture of presentations and interactive case studies and workshops. This is an exciting opportunity for HR professionals to develop their forensic investigative skills and share experiences with colleagues.

Law by Design provides bespoke employment law services to employers throughout the UK and has substantial experience of advising NHS organisations. Investigations by Design is a specialist provider of workplace investigation services offering a team of highly experienced, trained case investigators with significant experience of working within complex organisations such as NHS Trusts.

Mock employment tribunal

Planned for Autumn 2017

Keep an eye on the website [here](http://www.hpma.org.uk/branches/north-west) for further details.
Improving health through people — what HPMA can achieve in 2017/18?

14.00 – 17.00 Thursday 22 June 2017
(afternoon prior to The HPMA Awards Celebration)

The Grange Tower Bridge, London

PROGRAMME

13.30 Registration & Coffee
14.00 Review of the year, outlook for next year
   Deborah Tarrant, HPMA President and HPMA Deputies
   Damian McAlister, David Holmes & Joanne Marshall
14.20 Branch showcases
   Presentations from across the HPMA branches
15.15 Coffee break
15.30 Keynote address: Thriving workplaces
   Dr Tim Anstiss, Founder & Medical Director,
   Strategic Health Ltd
16.00 Tackling the biggest People and OD challenges
   An interactive session inviting our HPMA
   members to look how HPMA could make
   a difference
17.00 Closing address
17.15 Event closes (Awards Celebration begins at 19.00)

WHO WILL ATTEND?

• HPMA Trustees
• HPMA National Council members
• Branch Committee Members from around the UK
• 2017 Awards Finalists
• 2017 Awards Judges
• HPMA Members, Commercial Members & Sponsors
• VIP Guests of HPMA

TO BOOK, CLICK HERE – FREE TO ATTEND

Please contact the central events team on 020 8334 4530 to find out more about free pop-up display opportunities for regular HPMA sponsors and supporters.
HR under pressure, helping people achieve more with less

HR leaders in higher education and health coming together to share experiences, successes and learning.

Productive networking is a keystone for both the HPMA and UHR, so in our inaugural event together, this cross sector programme holds networking and collaboration at its core. HR leaders from across higher education and health are coming together to discuss how HR can and does deliver huge value when budgets are being squeezed.

In recent years, the healthcare and higher education sectors have seen tightening budgets and are under pressure to deliver more with less. What can the two sectors learn from each other, and from organisations within and beyond the sectors that have successfully achieved change? How do we, as effective HR professionals, lead people through complex and uncertain times?

This event is free to attend but exclusively open to HRDs or their DHRD representatives based in healthcare or the higher education sector.

BOOK YOUR PLACE NOW AT hrunderpressure.eventbrite.co.uk

Friday 15 Sept 2017
9.45am - 3.30pm
Woburn House Conference Centre, Tavistock Square, London

SPEAKERS INCLUDE:
Peter Cheese, CEO, CIPD; Joanne Marshall, Director of HR & OD, University of Bradford; Damian McAlister, Director of HR & OD, Belfast Health & Social Care Trust; Dr Stephen Moir.