



BREAKOUT SESSION SUMMARIES

DAY ONE Wednesday 2 November 11.30-12.30

W1 - Overall winner from HPMA Awards 2016: Once for Wales

Hazel Robinson, NHS Wales Shared Services Partnership

The 2016 HPMA overall winner "Once for Wales" project has transformed staff training across NHS Wales, cutting costs, raising quality and boosting compliance. The learning platform is now producing useful savings in duplicated courses, avoiding module development and course fees and averting annual costs in areas such as data reporting, staff records and unnecessary immunisations necessitated by inadequate record-keeping. A lesson in the power of collaboration.

W2 - From the Aspiring Director of Workforce programme: Interview skills

Sally Scales & Samantha Banks, NHS Leadership Academy

The Aspiring Director of Workforce Programme was launched in 2016 with NHS Leadership Academy, with support from NHS England, NHS Employers and HPMA - if you have considered applying why not find out more and participate in a taster session using roleplay around panel interview skills.

W3 - Leading people towards improvement

Jim Hearn, Chamberlain Dunn Learning

In times of pressure and high expectations even the essentials of good leadership can be hard to maintain in everyday work behaviours. Creating a climate, language and set of principles that directs teams towards critiquing their working practices is a skill, over and above traditional leadership. Achieving a state in which staff feel compelled to seek improvements and have confidence that it is safe to suggest and tackle them is desirable. But how do we make that state a practical reality?



In this session Jim Hearn shares his knowledge and experience of doing exactly this across the NHS and shows how working backwards from improvement goals and treating leadership as part of a wider process can provide answers.

W4 - MHPS – Key Challenges and Solutions

Alastair Currie and James Gutteridge, Bevan Brittan

This workshop is aimed at senior HR professionals supporting Case Investigators, Case Managers and/or panels and/ or Clinical Leads seeking advanced tips on strategic management of MHPS processes. It will be a case study led workshop format drawing on shared expertise. The session will address specific "Pinch Points" in MHPS, including:

- Overlapping procedures, SI's, whistleblowing & grievances
- Reducing Litigation Exposure in Exclusions

Bevan Brittan 

- Legal Representation
- Proceeding to Capability Hearings post-Chakrabarty
- SOSR dismissals

At the end of the session attendees should have advanced understanding of how to strategically manage MHPS processes, reduced exposure to very expensive litigation, increased efficiency and streamlined processes and reduced resource commitment to MHPS processes.

DAY ONE Wednesday 2 November 13.30-14.30

W5 - Creating more positive workplaces

Nick Grimshaw, Investigations by Design & Dr Shelly Rubinstein, Impact Consulting Psychologists
How do we get the best match possible between what employers in the NHS need and what the people who work for them want? This session includes insights from twenty years working with public and private sector organisations from Dr Shelly Rubenstein, Occupational Psychologist and MD of Impact Consulting from Nick Grimshaw, a former award winning NHS HR Director, who has for the last three years worked as a director in a company specialising in undertaking complex and/or sensitive grievance, disciplinary and whistleblowing investigations for clients mainly in the health sector.

W6 - Making an award winning entry

Bethan Johnson, Academi Wales; Jill Evans, Aneurin Bevan UHB; and Hazel Robinson, NWSSP
Past winners, judges and sponsor share their experiences with awards programme and advise participants how to get your entry the right attention.

W7 - How to deliver an integrated workforce: the practicalities

Jacqui Atkinson, Capsticks

This session is aimed at directors of workforce and STP workforce leads. The Five Year Forward View, Devolution agenda, Carter report and STP planning framework all anticipate greater collaboration and integration of organisations across health, care and the wider public sector. There has been much discussion of potential organisational models, but less comment on how to deliver an integrated workforce. This workshop will focus on the practical issues that workforce leads will need to address including:

- Differences in terms and conditions and the potential equal pay implications of maintaining a “two-tier” workforce
- The different pension issues for NHS and local government, and the extent to which the respective pension schemes are portable
- The use and limitations of mobility clauses
- The scope to employ staff into generic roles and/or to vary the requirements of their roles over time
- The ability to preserve statutory and/or contractual continuity of employment on moving from one organisation to another
- The pros and cons of TUPE and secondments.



W8 - UTheory & the power of conversation in achieving better healthcare

Katherine Long, Consultant

This session will be of interest to HR professionals interested in bringing a transformational dialogic approach to build relationships across diverse stakeholder groups and to catalyse change.

Theory U is a process for co-creating solutions where there are no clearly defined solutions, or when facing 'wicked' problems, supporting stakeholders in co-creating solutions which arise from a deeper shared sense of purpose. This session will support participants to relate Theory U to their own contexts, as well as introduce case studies of applications of Theory U to support improved health-care outcomes.

DAY TWO Thursday 3 November 11.40-12.40

T1 - Integration - Supporting leadership across organisational boundaries

Jennie McShannon, Tavistock Consulting

This workshop is aimed at any HR professional who is supporting their organisations to develop leaders and the wider workforce to work across the organisational boundary in order to more successfully integrate services across health and social care. Integration can mean better health outcomes for patients and reduced costs for the NHS, but it does not come without its challenges. This workshop will give HR leaders an opportunity to explore their role in supporting integration through leadership and workforce development. You will consider how to foster a culture of systems leadership in your organisation and build the capability of leaders to think across the organisational boundary. You will increase your understanding of the challenges of integration and impact on the wider workforce and identify practical ways in which HR departments can adapt to model this major change in how services are provided.

Tavistock
CONSULTING

T2 - Can you be a HPMA HR Millionaire?

Jog Hundle, Stuart Craig & Anne Adamson, Mills & Reeve

An opportunity for all members of the audience to be contestants in this fast-paced interactive quiz. We will take the audience through an employment law quiz, highlighting key employment law issues within the sector. Audience members will select answers by using their mobile device and answers will appear instantaneously on the big screen.

MILLS & REEVE

We will cover the latest developments, which will include the following areas:

- * Discrimination issues: a particular focus on disability
- * Whistleblowing: what is a protected disclosure & who is protected?
- * Employee and worker status
- * TUPE: service provision change
- * Trade Union Act
- * The latest on public sector exit payments and the cap

T3 - 2016 Innovation Winner: Equalities Forum Theatre Group

The Equalities Forum Theatre Group have a new approach to understanding equality, diversity and inclusion which gets right to the core of the issues and engages the audience in a way never experience before. The theatre, made up of staff in clinical and non-clinical roles develop and act out scenarios based on real like experiences of discrimination, bias and stereotyping. Meet some of the group and those who have experience this style of learning in Derby to discover it's impact and transferability.

T4 - Case study: The power of mediation

Rebecca Foreman, CMP Resolutions and Michele Lorimer, NHS Lothian



The power of mediation will be illustrated in this interactive case study led session with contributions from Michele Lorimer, Organisational Development Consultant and Mediation Co-ordinator, NHS Lothian and Rebecca Foreman from CMP Resolutions. It's a unique opportunity to really look at the practical and financial benefits of mediation.

Summary

| REF | BREAKOUT SESSION | HPMA HR COMPETENCY AREA | HPMA HR COMPETENCY LEVEL |
|-----|--|---|--------------------------|
| W1 | Overall winner from HPMA Awards 2016 'Once for Wales' | Business focussed Change catalyst | 4 |
| W2 | From the Aspiring Director of Workforce programme: Interview skills | Capability builder | 3 |
| W3 | Leading people towards improvement | Capability builder Change catalyst | 3 |
| W4 | MHPS – Key Challenges and Solutions | HR & OD Expert | 3/4 |
| W5 | Creating more positive workplaces | HR & OD Expert Change catalyst Capability builder | 3 |
| W6 | Making an award winning entry | Capability builder | 3 |
| W8 | UTheory & the power of conversation in achieving better healthcare | Strategic operator Change catalyst | 4 |
| W7 | How to deliver an integrated workforce: the practicalities | HR & OD Expert | 3 |
| T1 | Integration - Supporting leadership across organisational boundaries | Business focussed Change catalyst | 4 |
| T2 | Can you be a HPMA HR Millionaire? | HR & OD Expert | 3 |
| T3 | 2016 Innovation Winner: Equalities Forum Theatre Group | Capability builder Change catalyst | 3 |
| T4 | Case study: The power of mediation | Relationship builder Capability builder | 3/4 |

Find out more about the HPMA HR Competencies at

<http://www.hpma.org.uk/branches/london/hrod-competency-framework>

Please email our team (rachael@chamberdunn.co.uk) with your breakout session preferences.