



HEALTHCARE PEOPLE
MANAGEMENT ASSOCIATION

network

The Newsletter of the Healthcare People Management Association



Mike Pyrah
HPMA President

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Are your HPMA colleagues getting eNetwork?

If you or any of your colleagues have experienced problems downloading, viewing or receiving the latest issues of the electronic newsletter please email

Lauren@chamberdunn.co.uk
at Chamberlain Dunn Associates.

Have a well earned, Happy Christmas

It's traditional at this time of year to both consider the year just gone and to think about the year ahead, I'd therefore like to take this opportunity to reflect on where the HPMA is now and where I would want it to be this time next year.

2005 has had its highs and its lows, I'm really pleased that we have continued to develop our 'organisational cohesiveness', (now there's jargon for you!) We now have an Association with an efficient and innovative Executive Team made up of an Executive Director supported by an administrative and marketing team commissioned from Chamberlain Dunn Associates. This Team has enabled us to:

- grow our membership – numbers and income are up,
- continue an ambitious development programme, including the pioneering research project,
- support increasing branch and national events across the U.K.
- develop a wide range of new alliances and networks,
- maintain our 'core' with events such as the NHS Partners and HPMA Excellence in HRM Awards, and the various national and regional conferences,
- develop the UK council, establishing a range of member led 'special interest' groups.

I'm less pleased that the changes to the structure of the NHS in England had a negative effect on the numbers able to attend this years UK conference in Glasgow, clearly we need to reflect on this as we plan for next year!

Moving on to the future, we need to continue to grow both our membership and our influence, ensuring that we are able to represent HR practitioners across the UK wide NHS, to this end we have plans in place to:

- run a series of events with different partner organisations to support the development of HR expertise and practice (see eNetwork for details),
- continue to increase membership and income to allow us to develop services,
- develop the range of services we offer to members.

We must ensure that HR managers have a vibrant and professional association and to this end I am delighted that in October I will be able to hand the baton on to our New President, Deborah O'Dea, who will I'm sure continue to develop the Association.

Finally we will shortly be saying farewell (but not goodbye) to our Executive Director – Peter King, who is stepping down to concentrate on his consultancy business and his other interests after 3 years with the HPMA.

Peter has been the driving force behind a wide range of successful and sustained HPMA initiatives. He has been a joy to work with, always combining efficiency with innovation. We will ensure that we keep him involved, as he will be a very hard act to follow!

Have a well earned, Happy Christmas.

DATES FOR YOUR DIARY

- **HR High Impact Actions** Thursday 26 January 2006, Manchester City Football Stadium, Manchester
- **HR - getting fit for the future** 2-3 February 2006, Grand Hotel, Torquay
- **NHS Partners and HPMA Excellence in HRM Award Ceremony** Wednesday 11 October 2006, Cardiff City Hall
- **HPMA UK Conference** 12-13 October 2006, Cardiff City Hall



HR High Impact Actions

The most significant HR conference of the year

HR high impact actions

HPMA good practice conference in association with Department of Health HR Capacity Unit



The HR High Impact Actions conference and best practice fair on Thursday 26 January 2006 is turning into a highly significant event – the star studded line up continues to grow;

- Andrew Foster is launching the new NHS HR strategic framework
- The first phase of our own HR research (commissioned with the DH and CIPD being conducted by Manchester Business School) is launched – all participants will receive a copy of the report
- Duncan Brown is talking about the wider development in HR research
- Jan Roy – a world expert on balanced score cards (BSC) will relate the ten high impact changes to the BSC approach
- Professor Michael West will be talking about his work relation the ten high impact actions to appraisal.

In addition to all the above there will be many examples of good practice presented by 'stall holders' in the good practice fair that is integral with the conference.

The event is free to attend and such is the demand, that capacity has been increased to 250 places.

HPMA is delighted to have the generous support of the Department of Health HR Capacity Unit and many of our regular sponsors who have made this free event possible.

All HPMA members who have registered an interest have been allocated conference places (two per organisation). The event alone is worth the HPMA subscription fee. With just a few places yet to be allocated - paid up HPMA members who have not yet secured a conference place should contact admin@hpm.org.uk today.

A report on the conference will appear in the February edition of eNetwork.

Domestic abuse – a workplace issue



Almost sixty delegates attended this one-day HPMA conference on 25 November 2005 (National Domestic Abuse Awareness Day), organised in partnership with UNISON.

Professor Marianne Hester opened a strong programme with the findings from a 24 hour snapshot survey of over 33 organisations in Bristol (March 2005).

The Bristol survey found that over 90% of victims of domestic abuse were female. Victims from BME groups exceeded the national average. And 76% of those experiencing abuse had at least one child.

Domestic abuse of an emotional nature was most frequently recorded (86%), followed by physical abuse (74%). Nearly four in ten had experienced financial abuse (39%) and over one in six had been sexually abused (16%). On average, victims had experienced four different types of domestic abuse, and in the majority (66%) of cases had been experiencing domestic abuse for over one year.

In Bristol alone, the study suggested that over 45,000 women, have experienced domestic abuse at a cost to employing organisations of £26 million and over £1 billion if human and emotional costs are considered.

Rebecca Gill, TUC Women's Policy Advisor reported that 55% of its members had experienced domestic abuse or knew someone who had. She was able to offer helpful examples of good practice and advised employers to:

- Produce a policy
- Identify 'contact' people
- Provide 'signposts' for local and national support and help-lines
- Respect privacy, ensure confidentiality
- Protect safety
- Address language including 'humour'
- NOT tackle perpetrators
- NOT try to be domestic violence counsellors

Detective Superintendent Gary Davies, Avon & Somerset Police presented further statistics, and highlighted the dilemma that the police find themselves in when confronted with this issue. Of 866 murders in England and Wales in 2003, 320 were domestic violence related. However, only 2% of incidents of domestic violence are reported to police. Nevertheless, the police receive one call relating to domestic violence every minute.

Fran Fox, UNISON representative, gave an account of lessons learned when implementing a domestic abuse policy in Portsmouth.

The day ended with a memorable performance by Geese Theatre, which was interactive, challenging and thought provoking.

Marcus Adams, Chair HPMA South West Branch

MEMBERSHIP NEWS

Share your examples of good work with colleagues through resource exchange

In our last edition of eNetwork we announced the start up of a new HR resource exchange service. The HPMA HR Resource Exchange is a web based service where members can contribute and receive HR resources. These resources can range from relatively small items such as one page HR guide for managers to larger contributions covering a whole project. Any HR resource that can be held in electronic form can be included. **Further examples are:**

- Strategies for HR, organisation development, education, reward etc
- Policies on HR subjects especially those that are topical e.g. age discrimination
- HR guidance to managers
- Agreements with staff
- Services to staff

This is not an exhaustive list and members can drive the range of resources by their contributions and needs.

Its a very simple concept - members submit

resources they have developed in the course of their work. A one line summary of the resource appears on the HPMA website. Members interested in a resource request by email a copy.

The originators of the work retain all intellectual and other property rights to the resource and by submitting it agree to share it among colleagues in membership. Receivers of resources agree to use them for their own work purposes and not to pass the resources to third parties.

We already have some great examples, domestic abuse policy; policy on personal responsibility - which has reduced disciplinary events to virtually nil; the full report on HR Profiles – which includes advice on qualification, training materials, and many more. But we need even more to launch the service – don't be shy send in your good work to admin@hpm.org.uk

The HR Resource Exchange web page will be launched on the HPMA website www.hpm.org.uk in early 2006.

HPMA launch commercial membership

The Healthcare People Management Association has always enjoyed mutually beneficial relations with commercial organisations in the healthcare HR market. Now we have decided to formalise this by inviting key service providers and suppliers to join the association as commercial members.

Healthcare human resources has been in the spotlight for the last few years with unprecedented growth and plenty of opportunity for those in the field to grow their business. But recently an already complex market has become even more so with yet another structural reorganisation in the NHS.

Membership of HPMA can help guide commercial organisations and independent HR consultants through this maze to seize the advantage of the new opportu-

nities opening up in healthcare human resources and keep them ahead of competitors.

We offer a range of rates to suit any business, from single-handed consultants through to multi-nationals. For a company of any size, partnership with HPMA brings special rewards.

In early 2006 we are launching the HR suppliers directory for commercial members, which aims to be the first point of reference for new supplier searches for anyone working in the NHS.

With full listings for single-handed HR consultants starting at only £75, you can't afford to miss out.

If you would like to hear more about commercial membership or the HR supplier directory email admin@hpm.org.uk or take a look at the hpm website www.hpm.org.uk/html/benefits.php



BRANCH MEETINGS

Meetings at branch level take place usually on a bi-monthly or quarterly basis. They typically include speakers, presentations, social gatherings, workshops or educational activity and many branches run regular employment law updates.

Contact HPMA administrator Hannah Barnett on 020 8334 4530 or admin@hpm.org.uk for details on your local branch.