

HPMA Awards 2022 – Entry deadline extended 6pm Thursday 5 May



There is still time to make your entry. Review all sixteen award categories, as well as category criteria and submission questions on our 2022 awards information sheet download [here](#). You must complete your online submission on the [HPMA awards portal](#) before 6pm on 5 May.

Nominate someone for the prestigious Director of the Year award now and they can follow in the footsteps of some inspirational people – [take a look here at a decade of directors](#), and don't forget to nominate in the President's Award for Outstanding Lifetime Achievement sponsored by DAC Beachcroft You can see some previous recipients [here](#).

Please encourage colleagues to enter and nominate others. Stand up and be proud.

1. CAPSTICKS AWARD FOR INNOVATION

A cutting edge, creative initiative within any sphere of HR, OD or workforce management that has led to improved practice.

2. SOCIAL PARTNERSHIP FORUM AWARD FOR PARTNERSHIP WORKING BETWEEN EMPLOYERS AND TRADE UNIONS

This award will be given to an initiative that fully demonstrates the benefits of true partnership working between employers and trade unions in the provision of health and social care.

3. BROWNE JACOBSON AWARD FOR EXCELLENCE IN EMPLOYEE ENGAGEMENT

Awarded to an organisation that has significantly improved patient care and has happier, more motivated and more productive workforce through improved staff engagement.

4. ACADEMI WALES AWARD FOR EXCELLENCE IN ORGANISATIONAL DEVELOPMENT

An OD initiative or project that has significantly benefited the organisation through improved effectiveness or viability.

5. AWARD FOR WORKFORCE ANALYTICS

This category recognises how the analysis of workforce data delivers insight, which generates action, leading to better decision making and better business performance. Don't be intimidated by the term 'analytics', we are not only looking for big data projects with complex tools and huge investment. Your project could have brought performance insight by simply providing a new way of looking at, collecting or utilising key data in a new way.

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6. NHS EMPLOYERS AWARD FOR WELLBEING

This award recognises organisations who have developed holistic and sustainable approaches to support the wellbeing (physical and mental health) of staff. We are looking for strategies and approaches that have helped staff stay well and continue to improve/prioritise their wellbeing rather than projects that have impacted staff satisfaction, experience or productivity alone.

7. MILLS & REEVE AWARD FOR LEADING IN EQUALITY, DIVERSITY AND INCLUSION

Awarded to an organisation that has significantly improved diversity and can demonstrate impact on governance, recruitment and/or promotion.

8. HILL DICKINSON AWARD FOR EDUCATION, LEARNING AND DEVELOPMENT INITIATIVE

We are looking for entries that demonstrate a strong link between L&D initiatives and key business goals, including leadership programmes at all levels. An organisational culture that promotes learning, focuses on talent and performance, uses innovative delivery approaches and encourages openness among employees about their development needs.

9. HST TALENT ACQUISITION STRATEGY OF THE YEAR AWARD

This new award recognises that talent acquisition goes beyond recruitment and that organisations need to be more forward-thinking in planning, executing, measuring and ultimately delivering a workforce strategy that supports their dynamic staffing needs. Entries can range from one-off projects for temporary staffing including collaborative staff banks, international recruitment initiatives or workforce solutions implemented during the pandemic that have been adopted as part of an organisation's overall talent acquisition strategy. Entries will be required to explain their strategy and how they utilised key components of a talent acquisition strategy including planning, employer branding, candidate experience, strategic sourcing or technology to achieve a successful outcome supported by relevant metrics that illustrate how implementation and outcome have been monitored and measured.

10. UNIVERSITY of BRADFORD AWARD FOR CROSS-SECTOR WORKING

Increasingly solutions are not developed or delivered by one sector alone whether public SME, or private, or a combination, but require cross-sector collaboration or there is a solution developed by one sector which is then utilised and implemented in another. This award is for a project, product or service across sectors that, has had a measurable impact and delivered real outcomes for health service clients or customers.

11. HEALTH EDUCATION AND IMPROVEMENT WALES (HEIW) AWARD FOR WORKING SMARTER

This award is looking for projects, programmes or initiatives that demonstrate how workforce teams have worked 'smarter', to save money while still improving quality, safety and patient care. It could be use of technology, a change in workforce strategy or the development of new models of care. We're searching for highly transferrable initiatives that address the need in every healthcare HR team across the UK to improve efficiency and reduce costs.

12. STAR AWARD

Sponsored by Rest Less

The Star award aims to recognise workforce practitioners that do their role brilliantly well. Entrants can self-nominate or be nominated by a senior manager. Candidates must have worked for a minimum of two years in people profession role (but not necessarily in current role) and present evidence of their contribution to the business. The entrant should be below the level of deputy director or equivalent.

13. DEPUTY DIRECTOR OF THE YEAR

Category sponsored by NHS England and NHS Improvement

Awarded to a UK healthcare deputy director (or equivalent role) demonstrating an outstanding contribution to their employer, the sector and the workforce profession over the last 12 months.

14. DIRECTOR OF THE YEAR

Category sponsored by NHS England and NHS Improvement

A UK healthcare Workforce director demonstrating excellent leadership and an outstanding contribution to the workforce profession over the past 12 months.

15. TEAM OF THE YEAR

Category sponsored by NHS England and NHS Improvement

Awarded to a UK healthcare workforce team working together and achieving exceptional things over the past 12 months.

16. PRESIDENT'S AWARD FOR OUTSTANDING LIFETIME ACHIEVEMENT *Sponsored by DAC Beachcroft*

Awarded to an individual who has made contributions of outstanding significance to the field of healthcare workforce management.

KEY DATES

Entry deadline extended Thursday 5 May 6pm

Live judging panels 20 June - 1 July

Awards ceremony Thursday 8 September

Go to hpmawardsplatform.com to enter & www.hpma.org.uk/hpma-awards-2022 to download winners guides from previous years and the 2022 Infosheet with criteria and submission question details on all the categories.

Our awards celebration will be held on the evening of day one of the HPMa UK Conference at The Hilton Metropole Birmingham.

If you have a query or question please call 0300 365 5560 email nationalevents@hpma.org.uk and make sure you follow us on twitter @HPMA_National and @HPMAAWARDS.

Capsticks award for Innovation



Capsticks are proud to sponsor the Award for Innovation. HR, OD and workforce professionals have always been required to be proactive, flexible and innovative, but never more so than during the COVID-19 pandemic. We look below at last year's winner of the award and how a continued focus on innovation will be essential as organisations meet the HR and OD challenges they face in 2022 and beyond.

Innovation during the pandemic

HR teams in healthcare organisations were heavily relied upon during the pandemic to (1) react with speed and agility to new legislation and guidance (2) implement new ways of working and (3) create a supportive and people-focussed culture to assist staff working through the health crisis.

There were some excellent entries to last year's award, but the winner "The Big Shout Out" by Midlands Partnership NHS Foundation Trust was incredibly impressive. It was created in response to a wish to acknowledge and thank its 8,500 staff, and on a budget of no more than £1 per head it included virtual festival tents, over 40 hours of digital content and two wellbeing days, based on the themes of compassion, collaboration, and celebration.

The Judges' view was that it was *"a great example of innovation with the simplest of designs. Particularly impressive was how they demonstrated cross organisational working; a good framework for evaluation, the replicability and the sustainability approach."*

Innovation moving forward

In "The Future of NHS HR and OD" report published in November 2021, one of the themes of the vision for people professionals is leading improvement, change and innovation. As we move through 2022, organisations will be reviewing their HR priorities and no doubt looking to lead innovation in areas such as recruitment and retention and equality, diversity and inclusivity (EDI). HPMA's #InclusiveHR movement is an excellent example of innovation in EDI, particularly their Anti-racist leadership programme. Further examples of innovation in the area of EDI are set out in the Government's recently published [response](#) to the Commission on Race and Ethnic Disparities' report including:



- a new Inclusion Confident Scheme for employers which broadens the concept of the current Disability Confident Scheme to cover ethnicity and race providing tools for employers to overcome barriers to in-work progression and retention of their ethnic minority staff. Organisations will be able to sign-up to the scheme voluntarily by autumn 2023
- a new approach by the CQC to hold providers to account by assessing how they are addressing the experiences, progression and disciplinary actions in respect of ethnic minority staff in their workforce.

Together with EDI, healthcare organisations are also likely to be considering solutions in respect of challenges such as workforce portability, hybrid working and the cost of living crisis. The need for creative and innovative approaches to meet the needs of the workforce, as well as patients, and sharing the success achieved with new schemes has never been greater. What is clear from the entries we have received to this award over the past three years of our sponsorship is that there is a wealth of new schemes and projects which have the potential to drive change across the NHS. If you would like to submit an entry for this year's Capsticks award for innovation, please do so [here](#) by Thursday 5 May 2022. We look forward to receiving your entries.



[Victoria Watson](#)

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HPMA UK Conference

The People Profession: The Art of the Possible

Thursday 8 – Friday 9 September 2022

Hilton Metropole Birmingham

The People Profession:
The Art of the Possible



Event Partner



Join us in September for our first 'in the room' event since 2019. Our two-day UK conference and awards ceremony brings together expert speakers, best practice, great networking opportunities and of course you – our audience - from across the UK.

Thanks to our brilliant stream sponsors NHS Professionals, Goodshape, CMP and Mills & Reeves delegates can choose from four breakout streams exploring:

- Attracting and keeping your people
- Looking after yourself and your people
- Creating the appropriate culture to support the workforce
- Embracing diversity and inclusion

Speakers for the conference include:

Dr Carrie Grant MBE and David Grant MBE, BAFTA award-winning broadcasters, vocal coaches and advocates

Em Wilkinson-Brice, Acting Chief People Officer for the NHS, NHS England and NHS Improvement

Dean Royles, HPMA President

Rob Webster, Chief Executive-Designate, West Yorkshire Integrated Care System

Frieza Mahmood, Chief People Officer, Sandwell & West Birmingham NHS Trust

Dr Jayne Chidley-Clark, National Guardian for the NHS

Nicky Ingham, HPMA Executive Director

Tom Simons, Chief HR & OD Officer, People Directorate, NHS England and NHS Improvement

Richard Peachey, Employee Relations Consultant, CMP

Julie Rogers, Deputy CEO & Director Workforce & OD at Health Education & Improvement Wales (HEIW)

Janet Wilkinson, Director of Workforce at Greater Manchester Health & Social Care Partnership and HPMA Deputy President

We're looking forward to seeing you in Birmingham for a packed couple of days. Secure your place at the conference below, but be quick as packages for the conference, awards plus accommodation are selling fast!

Secure your place at the
conference [here](#)



International HR Day

International HR Day (IHR Day) was first introduced by European Association of People Management on 20 May 2019 as a way to recognise and publicise HR, and the significant contribution HR professionals make in organisations on a national and international scale. Globally, there has been an increased focus and appreciation for HR teams and the role they play in organisations, and this has followed through into the NHS.

Last year HPMa joined the NHS England and NHS Improvement Professional Development team on a tweetchat but this year we'd like to make a much bigger splash!

We have heard consistently from many senior leaders in the professions that teams are tired. IHR Day 2022 is an opportunity to raise the morale of, celebrate and thank the profession, building on the positive hopeful energy that was created in 2021.

The theme of International HR Day 2022 is "HR Shaping the Future", and we hope that many of our members will get involved.

Here are two initiatives led by NHS England and NHS Improvement:

NHS England and NHS Improvement are asking colleagues to nominate rising stars and people who have gone above and beyond in the people profession (much like our Star Award sponsored by Restless in the HPMa Awards

programme). A selection of the nominations will win a 2-day pass to the HPMa UK Conference and a ticket to the HPMa Awards Ceremony (worth £350). To nominate, simply email england.ournhspeopleleaders@nhs.net with your nominee's name/email address/job title/Twitter handle/organisation/photo and just a couple of bullet points as to why your nominee should win.

NHS England and NHS Improvement also want people to record short 1-2 minute videos answering the question How can the NHS people profession shape the new world of work in the NHS? The videos will be posted on Twitter and LinkedIn and **use the hashtags #InternationalHRDay #NHSPeopleProfession**. Look out for further details in HPMa mailers this month.

You can find lots more ideas to inspire your team to get involved [here](#) – please tag HPMa in any social activity and send us your images to nationalevents@hpm.org.uk so we can share with members in the next newsletter.



**INTERNATIONAL
HUMAN
RESOURCES
DAY 20 MAY**



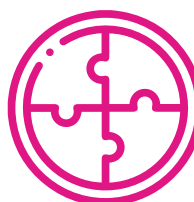
Amazon Smile is a simple way to support HPMa - every time you shop with Amazon - at no cost to you. For every eligible purchase you make, Amazon gives 0.5% of the purchase to your charity - it really is that easy!

Here's how to do it

- Instead of shopping through the main Amazon site, go to smile.amazon.co.uk
- Nominate the charity you would like to support. We are listed as Healthcare People Management Association
- Start shopping!
- Bookmark 'smile.amazon.co.uk' to help you remember

If you use the Amazon App

- Update to the latest version of the Amazon App
- Open the App and find settings in the main menu
- Tap on 'Amazon Smile' and switch to on
- Check that 'Healthcare People Management Association' is selected as your chosen charity and follow on screen instructions
- For App donations, currently you will need to renew your charity every 6 months.



WRES Expert and White Ally but still a Novice

#InclusiveHR is a social movement for change to improve the experience of Black, Asian, and Minority Ethnic HR & OD professionals and colleagues within the NHS. We want to close the compassion gap and advance equality, diversity and inclusion and lead with credibility as a HR & OD profession. In a series of monthly articles, curated by Cheryl Samuels, Deputy Director of Workforce Transformation, NHS England & NHS Improvement, we share case studies and personal leadership journeys with HPMa members (read more here link <https://www.hpmal.org.uk/london/london-resource-centre/>). This month past HPMa President Kevin Croft shares his personal reflections.



*Kevin Croft, Chief People Officer,
Imperial College Healthcare
NHS Trust*

Some personal reflections

In 2019 I participated in the WRES Experts programme. Professionally it was one of the most challenging and life-changing experiences ever. One of the major breakthroughs was engaging emotionally. Moving from a dispassionate understanding of the evidence to engagement and enlightenment has been essential. It is critical for white leaders, managers and colleagues, to get a better understanding of, 'white privilege', and race equality. It's a long journey, and I'm aware I'm only at the start. Coming to terms with my white privilege has been extremely challenging. The reality is that, if I wasn't white, I don't think I would be a HR Director and therefore writing this article now. This is a humbling thought. Understanding the distinction between structural, institutional and interpersonal racism, along with the concepts of conscious and unconscious bias is something I found most helpful. I no longer assume that people are not consciously racist, as so many staff testimonies suggest. We still have racism, even conscious racism, in our organisations. Although, complex, it needs to be addressed in all of its forms: structural, institutional and interpersonal as well as exercise zero tolerance of actively racist behaviour. We also need to make leaders, managers and colleagues aware of their unconscious bias.

A really revealing and impactful concept that I'm now aware of is, micro-aggressions. Whether conscious or unconscious, they seriously impact the physical health of BAME staff. We all need to understand the existence and impact of weathering and seek to interrupt existing patterns.

Tackling Race Equality

Focussing on all of protected characteristics outlined in equality, diversity and inclusion strategies is important but, we also need to identify race, in London Trusts, as a priority. The demography of our staff make up shows that over

half are likely to be BAME. The evidence – from the WRES indicators, staff surveys and staff stories – is undeniable and compelling. I'm not saying, ignore the other issues, but the impact of racism and the scale of the challenge is so great, we need to explicitly state it as THE priority. The evidence counters the 'what about....?' questions you will get in response to making it the number one priority. Additionally, the complexity and impact of race inequality means that 'if we get it right for race' we will get it right for everyone'.

A member of my team said to me recently 'Kevin, it's good that you've appointed a BAME person to that senior role, but you still don't have many people that look like me. The organisation seems to have a problem with people that look like me.' BAME is not a homogenous group and we need to think about how we find some BAME cultures and behavioural preferences more acceptable than others. Just like neuro-diversity, we may be treating people differently because their natural behaviours don't fit nicely into our British cultural norms and organisational behaviour frameworks. We need to proactively address this discrepancy to reduce discrimination and maximise our BAME talent.

WRES is a major step forward but let's not just chase metrics or look at the different WRES indicators in isolation. There's an interconnectedness between the metrics and, for me, inclusive recruitment (WRES 2) unlocks doors to improvement in other areas. It can be affected in the short term as well as being the foundation of our longer term strategic goals of having a more representative senior workforce (WRES 1) and more representative Board (WRES 9). As the gateway to more senior representation, WRES 2 is influenced and influences access to CPD (WRES 4) and will eventually impact on tolerance and handling of harassment, bullying and abuse from patients (WRES 5) and staff (WRES 6). BAME progression that results from sorting

out WRES 2 should reduce the likelihood of discrimination in disciplinary procedures (WRES 3), numbers of BAME staff experiencing discrimination from manager/team leader (WRES 8) and lack of belief that there is equal opportunity (WRES 7). WRES 2 can also be measured down to department or specialty level and is within our control to influence. Whilst everything that's important can't always be measured, they are good indicators of how well we're doing. However, it's also about what it feels like for BAME staff. The experience of BAME staff is also a good barometer for measuring staff experience.

Data is important, but more compelling is hearing staff testify about their personal and lived experiences. They are the reason I no longer assume we don't have racist staff. Some of the things I have heard are not explained by unconscious bias. These testimonies have also impacted my fellow leaders and management colleagues the most, and are what will most likely lead to action. I encourage you to get out there, hear the lived experiences and take as many other execs as possible with you. Strengthening the staff network and resourcing an EDI team are also critical to moving the dial significantly. When I started at Imperial in 2018 we had 0.5wte of a band 7 dedicated to EDI. We now have a full-time team of four and it's still not enough.

#Inclusive HR

I am pleased to see the impact #InclusiveHR movement is having. This was a personal wake-up call for me. Following the WRES Experts programme, I've made Race Equality one of my 3 personal top priorities. In the Trust we've been working on most aspects of EDI and particularly on race. However, when #InclusiveHR came along I realised I'd been overlooking one of the most important aspects of the work – my own team! I was the classic cobbler whose children had no shoes.

#InclusiveHR has given a real focus and structure to taking this work forward. Disappointingly, the data is showing the same issues in HR as the rest of our organisations. As the leaders on people and organisational development we need to be an exemplar in this area not only because we need to maximise the talent in our own teams, but we also need to change our own advice and guidance to managers. Unless we understand, live and breathe inclusive approaches and develop pro-active strategies to address existing inequalities we will not be able to advise others and develop the policies needed to make transformational changes required across our NHS organisations.

One of the most disturbing parts of the WRES Experts programme, was how often HR was seen as the problem rather than the solution. #InclusiveHR will not only help to diversify our thinking by redressing the senior imbalance, it will also help us change our practices, making us part of the solution.

Realising My Potential Resource Hub



Are you
realising
your
potential?

www.hpma.org.uk/london-resource-centre/



Resources from NHS Resolution on practitioner exclusions

Vicky Voller, Director of Practitioner Performance Advice and Primary Care Appeals at NHS Resolution



Resolution

As part of the government's response to the Paterson Inquiry report, NHS Resolution's Practitioner Performance Advice service has published a suite of resources to support decision makers across the healthcare system, as they consider exclusion as an option in the management of practitioner performance concerns. These resources can be found on a dedicated Exclusions page on the NHS Resolution website. Additional detail can be found in the news section of the website.

The suite of resources encompass the following:

- Insights from 10 years of supporting the management of exclusions in England
- Exclusions flowchart to ensure compliance with good practice
- Exclusion Case Studies – Learning pack
- Recording template for formal exclusion of a practitioner
- Template letter for exclusions

These aim to help medical directors, responsible officers, HR professionals and other healthcare leaders make the right decisions on exclusions, to ensure patients and staff are protected from harm whilst the practitioner concerned is treated fairly and compassionately, in line with a just and learning culture.

It is important to remember that the exclusion of a practitioner needs to be considered carefully and should only be undertaken in certain circumstances. Whilst the safety of patients remains the paramount concern it should not be forgotten that exclusions are associated with emotional and psychological costs for the practitioner and the exclusions should be managed fairly, efficiently and compassionately.

The Practitioner Performance Advice service has long been an expert within the system on providing advice on the management and resolution of practitioner performance concerns and it is anticipated that any move to exclude a practitioner is discussed with the service. Specifically, it is hoped that as a result of using these exclusions resources, decision makers working with doctors and dentists (covered by the Maintaining High Professional Standards framework) will feel supported by the Practitioner Performance Advice service to:

- Seek advice and consider all risks and alternatives before taking a decision to exclude;
- Use exclusion appropriately as a mechanism for protecting patient safety;
- Thoroughly document the rationale for exclusion (including the decision not to exclude);
- Understand best practice for keeping exclusions under review; and
- Communicate with the practitioner using a customisable template to ensure all the relevant key points are included and there are appropriate safeguards for the practitioner's dignity, health and wellbeing.

The Practitioner Performance Advice service is there to help healthcare leaders and decision makers make the right decision for patients, the organisation and the practitioner. The service can be contacted via email at: nhsradvice@nhs.net or via telephone on: 020 7811 2600.



Last year, there were an estimated [822,000](#) workers affected by work-related stress, depression or anxiety.

What causes stress?

Stress is usually a reaction to mental or emotional pressure. It's often related to a feeling of loss of control over something, but sometimes there's no obvious cause.

The main causes of work-related stress are:

- Workloads that are either too heavy, constantly changing or poorly managed.
- Tight and unrealistic deadlines.
- Unclear expectations, coming from a lack of communication.
- Unclear roles and responsibilities.
- Lack of managerial support.
- Organisational changes and job uncertainty.

What does stress look like?

Changes in behaviour can be difficult to spot if you're not actively engaging with your employees. Stress can generally manifest in the following ways:

Tiredness, or appearing drawn and exhausted.

Noticeable mood changes, which can lead to conflict.

- Disinterest in socialising with colleagues.
- Health issues, sparked by stress.
- Obvious nervousness, maybe fidgeting or being distracted.
- More emotional than normal.
- Not eating or not taking breaks.
- Negative attitude.

Changes in performance are often more gradual. Some employees can hide their stress well on the outside, but it will often show in their work. Key signs of worsening performance:

- Disengagement in teamwork.
- Unusually negative client feedback.
- Change in quality of work.
- Missing deadlines.
- Unwilling to help others with their workloads.

Results of stress at work

Burnout is a result of excessive and prolonged emotional, physical, and mental stress. Burnout happens when you're overwhelmed, emotionally drained, and unable to keep up with life's incessant demands.

It's important that HR teams make themselves familiar with symptoms of burnout:

- Fatigue.
- Prolonged stress.
- Work-related anxiety.
- Lack of motivation.

When stress becomes overwhelming and prolonged, the risks for mental health issues and medical problems increase. Long-term stress [increases the risk](#) of developing anxiety and depression.

Employees that are under stress for extended periods of time are also more likely to experience [physical symptoms](#) such as headaches, an upset stomach, heightened worry, and problems with sleep.

Nobody wants to go to bed dreading the next day at work. But it's easy to feel that way when pressure and stress are part of the workload.

Stress, as we have discussed, takes a negative impact on employee mindset and so when stress isn't managed, employees can develop low job satisfaction, being unhappier and more unproductive in their roles. Stress in individuals can easily seep into the wider team and interrupt the productivity and happiness of an entire workforce.

7 ways to reduce stress in the workplace

1. Encourage physical wellness

Provide healthy food and fruit teas in the canteen and vending machines. Encourage employees to get fresh air throughout the day.

2. Encourage regular breaks

Studies show that a relaxing break can help to [reset your mood, thereby promoting positive wellbeing and reducing stress](#).

3. Don't forget about your remote workers

Touch base with your remote workers regularly. Regular conversations with them will show them that you care, even if you don't see them in the office every day.

4. Allow flexible hours

Flexible workplaces can help reduce the stress of navigating jam-packed schedules, allowing a better work-life balance.

5. Encourage social activities

Studies show that team building activities give employees [better understanding of each other's strengths, weaknesses and interests](#). When teams understand each other better, they're more likely to know when and where to help colleagues when things get stressful.

6. On-site or distance wellbeing counsellors

When conducted in a private and judgement-free environment, counselling can help employees understand the cause of their own stress, and find steps to manage and reduce it.

7. Communication is key

The only way you'll know how employees are feeling is if you ask. Create a culture where people feel happy to raise concerns or suggest new ideas.

Use digital tools to reduce stress

Acting early can reduce the impact of stress and make it easier to remove the causes.

Employee engagement HR platforms like Trickle can help you monitor the happiness of your team as they experience changing environments and workloads.

Get a deeper understanding of how your people feel with a [no obligation 28-day trial of Trickle](#).

The winners of the Advancing Healthcare Awards 2022, celebrating the work of AHPs and healthcare scientists, were announced on 8 April at a ceremony held at the Park Plaza Victoria in London.

Guests enjoyed a moment of reflection as they listened to the talented musicians from the Blue Light Symphony Orchestra and the ceremony was hosted by Allan Wilson, past president of the Institute for Biomedical Science.

The winners of the award for Inspiring the healthcare workforce of the future sponsored by the Academy for Healthcare Science, were Danny Gaskin & Selma Turković, Biomedical Scientists & Patient Blood Management Practitioners Patient Blood Management Team, NHS Blood and Transplant, and Anas Nasir, Biomedical Scientist Viapath UK

The team developed an innovative, remote, cost-effective education group, free to access for newly qualified biomedical scientists, those new to transfusion science and students. The Biomedical Scientist Empowerment and Discussion Group (BMSEGD) aimed to address the need for an on-going programme of training, education and continuing professional development for early career healthcare scientists working in blood transfusion during the SARS-CoV-2 pandemic.

Meeting monthly, a subject matter expert is invited to deliver a lecture on a pertinent area of blood transfusion, before opening the session for discussion between delegates and speakers. The curriculum considers key industry recommendations. The curriculum is also informed by users, adapting in response to feedback provided by attendees. As of November 2021, there have been 14 sessions. Membership of the BMSEGD has now reached over 1550 including healthcare scientists from across the United Kingdom as well as overseas. Operating remotely improves equity of access throughout the workforce.

This initiative is innovative as the first specialism specific national group targeted at new qualified scientists. The BMSEGD is now becoming embedded into standard Trust training and education programmes in blood transfusion laboratories demonstrating its strong success.

The Blue Light Symphony Orchestra is the UK's only orchestra for all Emergency Services personnel. Players are drawn from a wealth of talent hidden inside the UK's Police Forces, Fire Brigades and Ambulance Services, as well as the military and other emergency services such as Mountain Rescue, Cave Rescue and the RNLI. It is a registered charity whose aims are to promote and support music-making in the emergency services to aid mental well being and to promote the use of music therapy to treat serious mental health problems such as PTSD, chronic stress and anxiety.

www.bluelightsymphony.org



Judges said *"The Patient Blood Management Team's innovation was beautiful in its simplicity and was able to demonstrate a clear impact to colleagues working within NHSBT, NHS and other Transfusion laboratories, which not only supports education of their colleagues, but also patient safety."*



You can find out about this winning team and all of the winners and finalists in the Advancing Healthcare Awards [2022 Winners' Guide](#) and for more information visit

www.ahawards.co.uk

UPCOMING EVENTS

HPMA Scotland Webinar – Disability Issues in Recruitment : Seeking Absence Information from Referees and Other Pitfalls – Monday 16th May at 2pm

HPMA Scotland Webinar – Disability Issues in Recruitment : Seeking Absence Information from Referees and Other Pitfalls – Monday 16th May at 10am



Allocate Webinar Practical Steps to Improve the Working Lives of Temporary Staff - 17th May 12pm – 13.30pm

Explore the practical steps to improve the working lives of temporary staff with Moya Flaherty, Staff Support Lead at Northampton General Hospital. Moya is passionate about excellence in nursing and bringing everyone together to deliver the best care possible.

During this webinar, she will share her practical tips beyond posting your organisation's values on a noticeboard to ensure temporary staff are made to feel welcome and appreciated.

HPMA East Midlands Webinar – A Place of Work in the New World and Workforce Portability – Wednesday 18th May at 11am

HPMA Yorkshire & The Humber Webinar – Restructuring and Redundancy – Friday 20th May at 10.30am

HPMA North West Webinar – Managing Sickness Absence – Friday 27th May at 10am



Allocate Webinar The Folder 'Inbox' is Full! 25th May 11.00am – 13.00pm

Discover the benefits of using a cloud-based system to track, monitor and progress your ER cases to help minimise losing track of cases and case notes in your mailbox.

Join us virtually to,

- Hear about key trends and best practices in employee relations currently
- Watch a short demonstration of the ER Tracker
- Hear from peers who have implemented the system and their benefit realisation
- Participate in a Q&A with a panel of experts

HPMA Awards Judging panels (virtual) 20 June - 1 July

HPMA Awards meet the finalists webinar: Social Partnership Forum Award for Partnership Working between trade unions and employers – 14 July – save the date

HPMA Awards Ceremony 8 Sept Hilton Metropole Birmingham

HPMA UK Conference The People Profession: The Art of the Possible 8-9 Sept Hilton Metropole Birmingham HPMA Awards 2022 – HPMA

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