

COVID, us and the future ...

December 2020

NHS England and NHS Improvement



March 24th 2020 : COVID and us



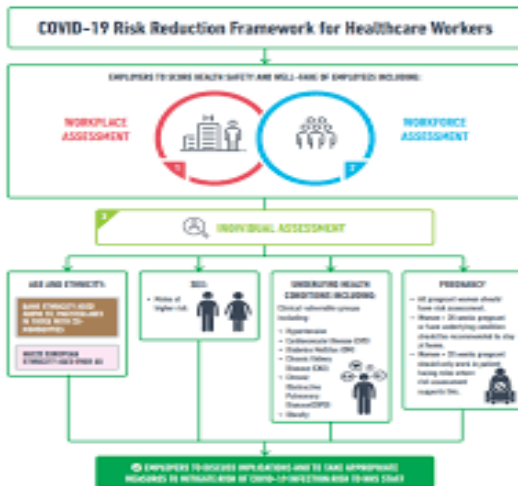
COVID and us



**MARCH
24th 2020**



Is there nothing we cannot do?



A. Risk Reduction Framework needs to be used in conjunction with NHS Employers Guidance
 B. Employees need to also include various health care settings such as Primary or Community Care, Hospital setting or care homes, where Revised Decontamination Procedures are performed

NHS Experiencing the death of a colleague

Education for Scotland

Key points for staff, teams and managers in health and social care during the Coronavirus (COVID-19) pandemic

Experiencing the death of a colleague can be a particularly upsetting and unsettling time for their co-workers and team, especially if they have been involved in caring for the person before they died.

The impact of such a death can also be far-reaching across an organisation, and during the COVID-19 pandemic the impact may be amplified and potentially more complex.

Restrictions put in place due to COVID-19 may prevent people from being able to gather and respond to this news in the way that they usually would, but there are still things that individuals, a team or an organisation can do that can help staff and potentially the deceased person's family too.

This resource is designed to aid staff and managers to identify some initial responses and actions that may help in this challenging situation - to ensure people have an opportunity to express their grief, to mark the death in a way that feels appropriate for them and to receive the support that they need.

Please see also:
 Employees who are bereaved: key points for the managers in health and social care
<http://www.nhs.uk/sites/default/documents/126766main/bereavement-in-the-workplace>

COVID-19 guidance for the NHS workforce

Guidance and resources to help you support and protect your staff.

[Find out more](#)

What have we learnt...what now?



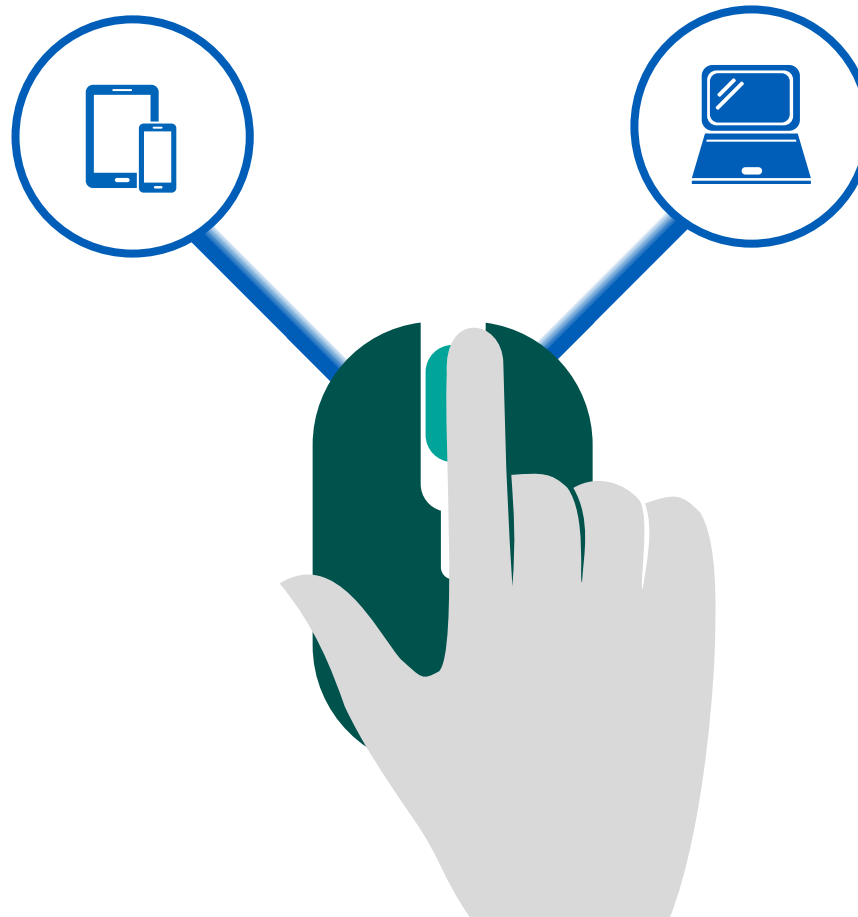
Mega trends in work...

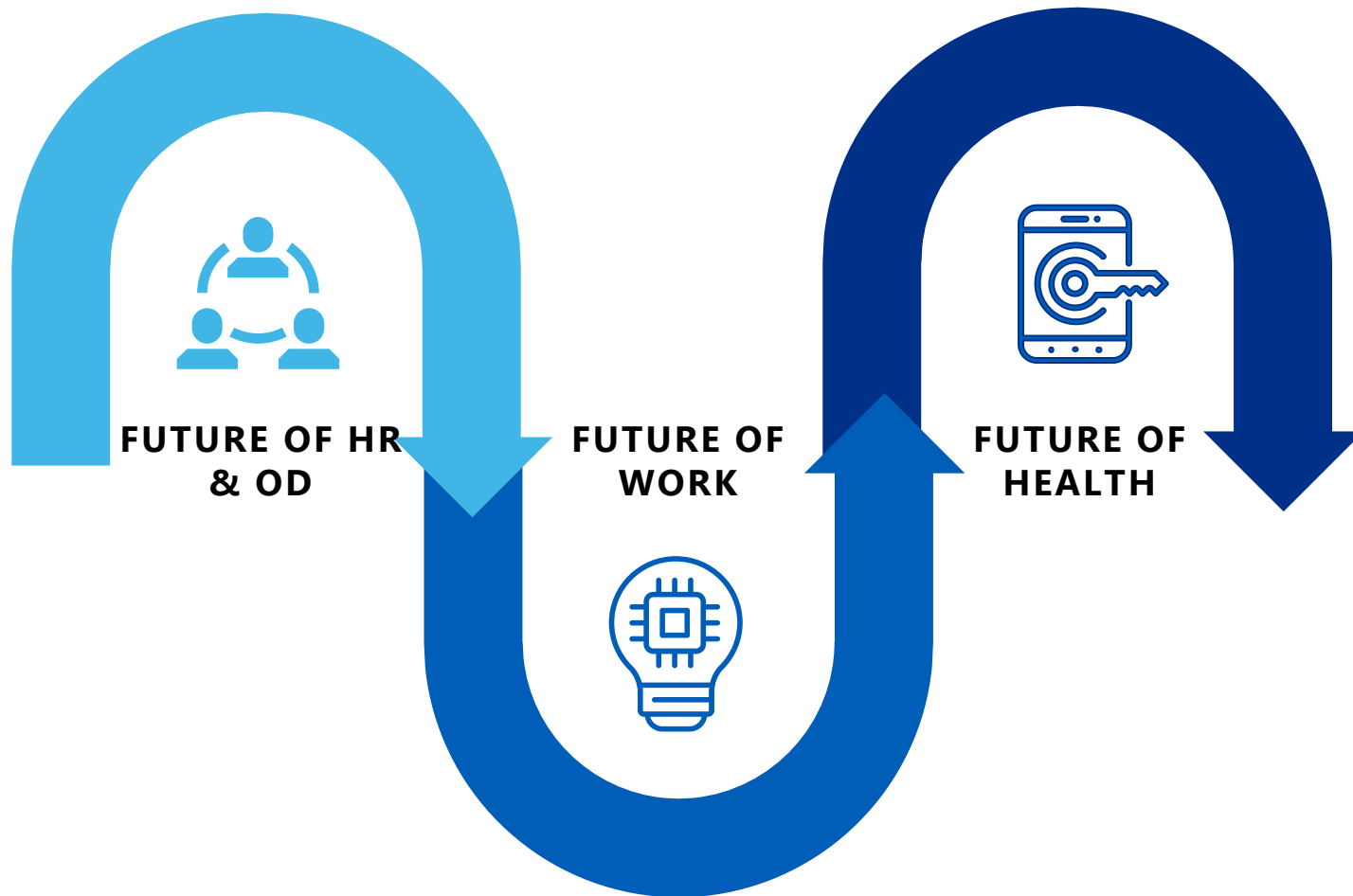
What's after next?

[Megatrends shaping 2018 and beyond: The future of work – YouTube](#)

CIPD

[HR Megatrends | Reports](#)





The big conversation:

#FutureofHR&OD #OurNHSPeople2030



RECOGNISE

We want to identify the many areas of good practice in people service and look for opportunities to replicate and amplify



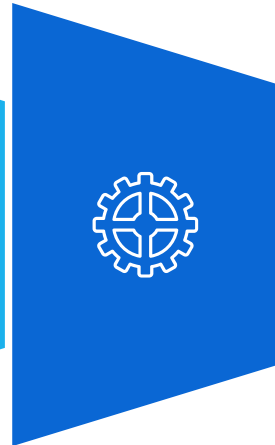
DEVELOPMENT

We want to identify what support HR & OD professionals need in their careers over the next 10 years and put in place a plan for the development that is required



ENGAGEMENT

The review will engage with our 15,000 HR and OD professionals, people leaders and staff across the NHS



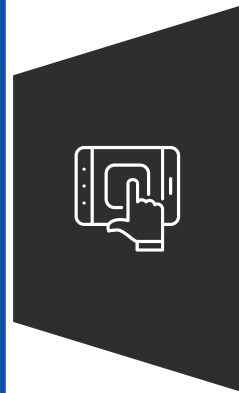
OPTIONS

There will be options explored which support us in delivering the LTP and our People Plan. These options will outline the outcomes and investments that might be required



PERSPECTIVES

This review will look at the world of work over the next 10 years. This review will be reinforced with academic input, research evidence and insights taken from HR and OD practice internationally



TECHNOLOGY

We need to understand the role of technology and digital solutions and how it can be used in people functions



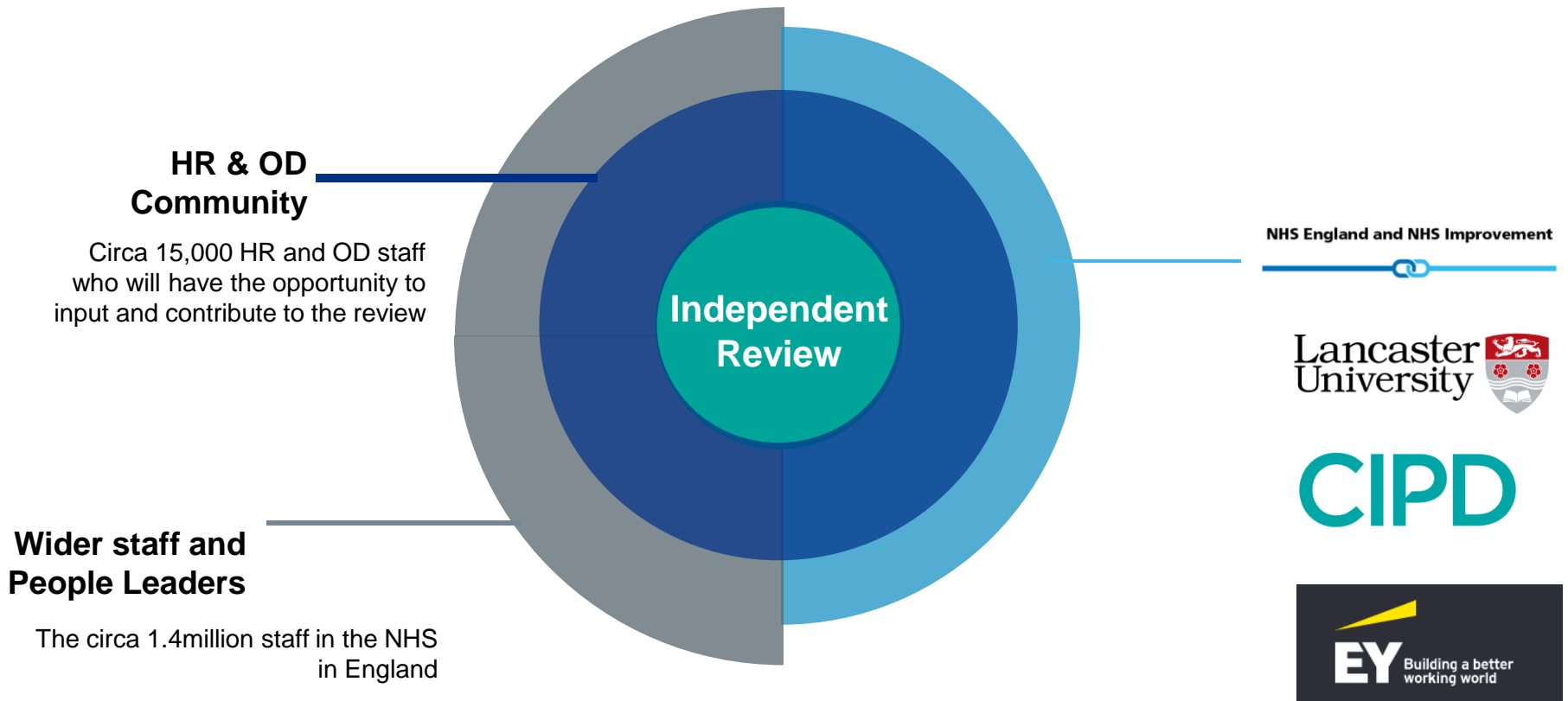
EMPHASIS OF WORK

We want to reduce burden of compliance and governance in the operation of HR and OD services to allow us time to focus our energy on activities that add greater value. We need to identify and remove blockers to our progress

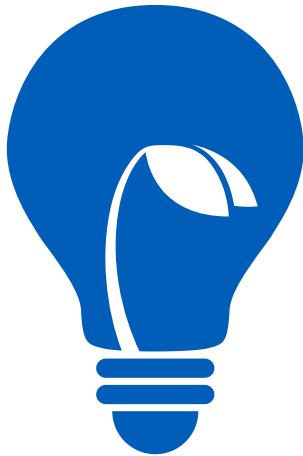
Partners in our challenge



The review brings together the external expertise, the internal expertise of the HR & OD community and NHSE/I to create a novel and bespoke road map to take us to the future state



What's next



Inviting you to become involved and use your voice



To invest time in thinking about our future as a profession



Help shape the future of our work