



HSJ WORKFORCE
FORUM

25 February 2020 | etc.venues Monument, London

REGISTER TO ATTEND

Creating a holistic strategy around recruitment and retention to alleviate pressures and embed the NHS People Plan

Etc. Venues, Monument, London

25 February 2020

Draft Agenda

DAY ONE

09:00 – 09:45 Registration & Refreshments

09:45 – 10:00 **Chair's Opening Remarks**
Dave West, Deputy Editor, HSJ

10:00 – 10:45 Keynote Discussion: Delivering the NHS People Plan
Hear from policy makers about progress following the Interim People Plan, and quiz workforce leaders on what the People Plan means for your organisation's workforce and how best to address the impacts of Brexit.
Speakers include:
Prerana Issar, NHS Chief People Officer

10:45 – 11:30 Panel Discussion: Thinking creatively – Managing resources to address the workforce deficit in the short term
In association with NHS Professionals
While we often get caught up in longer-term planning, what can you do in the short term to help address workforce shortages? Learn from solutions that have been implemented in different organisations and systems.
Nicola McQueen, Chief Executive, **NHS Professionals**
Duncan Forbes, Chief People Officer, **East and North Herts NHS Trust**
Amanda Rawlings, Director of People Services and Organisational Effectiveness, **Derbyshire Healthcare NHS Foundation Trust**
Jonathan Higman, Chief Executive, **Yeovil District Hospitals NHS Foundation Trust**

11:30 – 11:45 **Morning Refreshments & Networking**

<p>11:45 – 12:30</p>	<p>Interactive Discussion Groups</p> <p>Address pertinent challenges in two pre-selected focused discussion groups led by expert solution providers. With groups limited to 12 participants, ensure you sign up early to secure your place at your preferred two tables.</p> <table border="1" data-bbox="453 405 1362 1245"> <tr> <td data-bbox="453 405 751 712"> <p>1. Building a digitally-enabled workforce</p> <p><i>Led by Neil Picton, Head of Workforce Engagement & Information, Newcastle Upon Tyne Hospitals NHS Foundation Trust</i></p> </td> <td data-bbox="751 405 1050 712"> <p>2. Addressing barriers to increasing diversity in the NHS</p> <p><i>Led by Joan Saddler, Director of Partnerships and Equality, NHS Confed</i></p> </td> <td data-bbox="1050 405 1362 712"> <p>3. Attracting, supporting and retaining your future leaders</p> <p>In association with HSJ Jobs</p> <p><i>Led by Dave West, Deputy Editor, HSJ</i></p> </td> </tr> <tr> <td data-bbox="453 712 751 1245"> <p>4. Accessing and making the most of training opportunities to support the People Plan</p> <p><i>Led by Susan Clarke, Head of Workforce and Education - Hampshire and Isle of Wight Partnership of CCGs and Non-Medical Workforce Lead – HEE Wessex Primary Care Training Hubs</i></p> </td> <td data-bbox="751 712 1050 1245"> <p>5. Maximising staff engagement</p> <p><i>Led by Rosie Johnson, Director of Workforce and OD, RDaSH</i></p> </td> <td data-bbox="1050 712 1362 1245"> <p>6. Managing people flow across the system</p> <p><i>Led by Jackie Hewlett-Davies, Workforce Transformation Programme Manager, Nottingham and Nottinghamshire ICS</i></p> </td> </tr> </table>		<p>1. Building a digitally-enabled workforce</p> <p><i>Led by Neil Picton, Head of Workforce Engagement & Information, Newcastle Upon Tyne Hospitals NHS Foundation Trust</i></p>	<p>2. Addressing barriers to increasing diversity in the NHS</p> <p><i>Led by Joan Saddler, Director of Partnerships and Equality, NHS Confed</i></p>	<p>3. Attracting, supporting and retaining your future leaders</p> <p>In association with HSJ Jobs</p> <p><i>Led by Dave West, Deputy Editor, HSJ</i></p>	<p>4. Accessing and making the most of training opportunities to support the People Plan</p> <p><i>Led by Susan Clarke, Head of Workforce and Education - Hampshire and Isle of Wight Partnership of CCGs and Non-Medical Workforce Lead – HEE Wessex Primary Care Training Hubs</i></p>	<p>5. Maximising staff engagement</p> <p><i>Led by Rosie Johnson, Director of Workforce and OD, RDaSH</i></p>	<p>6. Managing people flow across the system</p> <p><i>Led by Jackie Hewlett-Davies, Workforce Transformation Programme Manager, Nottingham and Nottinghamshire ICS</i></p>
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<p>12:30 – 13:30 Networking Lunch</p>								
	<p>Stream A: Making the NHS a better place to work</p>	<p>Stream B: Adapting to future workforce demand</p>						
<p>13:30 – 14:10</p>	<p>Panel Discussion: Supporting a just and learning culture</p> <ul style="list-style-type: none"> • Avoiding a blame culture • Distinguishing between individual accountability and system flaws <p><i>Panellists include:</i></p> <p>Joe Rafferty, Chief Executive, Mersey Care NHS Foundation Trust</p> <p>Clare Holt, Former Air Traffic Controller</p> <p>Acasia Nyanin, Chief Nursing Officer, Sussex Partnership NHS Foundation Trust</p> <p>Denise Chaffer, Director of Safety and Learning, NHS Resolution</p>	<p>Panel Discussion: Assessing future workforce demand to enable strategic planning</p> <ul style="list-style-type: none"> • Implementing system-wide analysis to identify future gaps in the workforce • Defining a clear recruitment and training strategy to meet future demand <p><i>Panellists include:</i></p> <p>Alison Leary, Chair of Healthcare and Workforce Modelling, London South Bank University</p> <p>Sue West, Senior Nursing Education Advisor, Nursing and Midwifery Council</p> <p>Arun Gupta, Director of Postgraduate Medical Education, Cambridge</p>						

		University Hospitals NHS Foundation Trust and Director of Postgraduate Education, Academic Health Science Centre, Cambridge University Health Partners (CUHP)
14:10 – 14:15	Session Change	
14:15 – 14:55	<p>Panel Discussion: Driving diversity at the leadership level to better reflect the workforce</p> <ul style="list-style-type: none"> • Closing the gap on BME representation and creating a better work environment • Improving patient care by offering a more inclusive service <p><i>Panellists include:</i></p> <p>Habib Naqvi, Deputy Director - NHS Workforce Race Equality Standard, NHS England and NHS Improvement</p> <p>Marie Gabriel, Chair, East London NHS Foundation Trust</p> <p>Ben Morrin, Director of Workforce, University College London Hospitals NHS Foundation Trust</p>	<p>Panel Discussion: Developing the next generation of NHS workers</p> <ul style="list-style-type: none"> • Opportunities and steps to take to engage with students • Shaping education and training in line with workforce demand projections <p><i>Panellists include:</i></p> <p>Claire Flavell, Strategic Lead, Lincolnshire Talent Academy</p> <p>Adrian Tams, Workforce Transformation Manager, Health Education England</p> <p>Helga Pile, Deputy Head of Health, UNISON</p>
14:55 – 15:25	Afternoon Refreshment Break	
15:25 – 16:05	<p>Panel Discussion: Increasing retention by meeting the needs of the NHS workforce</p> <ul style="list-style-type: none"> • Identifying the most important lifestyle and workplace needs of the NHS workforce • Transferring ideas from other industries into your workforce management practices <p><i>Panellists include:</i></p> <p>Mark Radford, Chief Nurse, Health Education England and Deputy Chief Nursing Officer, England</p> <p>Raffaella Goodby, Director of People and Organisation Development, Sandwell & Birmingham NHS Trust</p> <p>Kate Jarman, Director of Corporate Affairs, Milton Keynes University Hospital NHS Foundation Trust</p>	
16:05 – 16:45	<p>Panel Discussion: Leading the workforce through organisational change</p> <p><i>Panellists include:</i></p> <p>Suzanne Rankin, Chief Executive, Ashford and St Peter's Hospitals NHS Foundation Trust</p> <p>Jon Restell, Chief Executive, Managers in Partnership (MIP)</p> <p>Sara Gorton, Head of Health, Unison</p>	
16:45 – 17:25	Aligning with the national vision – next steps in devising your workforce action plan	

	<p><i>Panellists include:</i></p> <p>Yvonne Coghill, Director – WRES Implementation Team, NHS England</p> <p>Caroline Beardall, Director of Workforce & OD, NHS England and NHS Improvement – South East</p> <p>Senior Representative, McKinsey</p>
17:30 – 17:35	Chair’s closing remarks