

Dear HPMA members, sponsors and friends.

It's rather late to be talking about the new year, however, I hope your 2018 has got off to a good start and I wish you a healthy, happy and fulfilling year ahead. With the cold spell of recent weeks, it reminds me that we are still in Winter, and it has felt like a very long and especially challenging Winter for everyone working in healthcare. Our system has felt unprecedented pressures. Thank you to each and every one of you for everything you do to support and care for people, your teams and your patients, as we strive to 'Improve Health through People'.

It's been a while since I've written to you all due to my 'time out' last year and our pause in producing newsletters. It's great to be back! And it is certainly great to feel better. I learnt a lot and it shows we never stop learning. The important thing is that we do something of value with our life's experiences. That is why I decided to tell my story at the HPMA National Conference in November, given its relevance to the theme – 'Compassionate Leadership, Compassionate Care'. To do this we must practise 'Self Care' first. I was delighted to see many of you at the conference and I hope we are remembering to look after our own wellbeing because "You Matter".

The conference was also an opportunity to reflect on the challenges we face, the pressures and need for innovation and continuous improvement in both quality and efficiency. To achieve this, it is important to build relationships with others in the profession such as PPMA, UHR, CIPD, NHS Employers and together, by sharing our expertise, energy and commitment, we can inspire and have more of a voice across the public sector on the value and contributions of high quality people management.

Improving Health Through People

During 2017 Nicky Ingham was appointed as our first Executive Director since HPMA became a charity. Establishing this central resource has enabled us to move forward with our strategic plans, support the Vice Presidents to grow and develop their branches, strengthen our partnerships and organise more events for your learning and support. This is a big step forward for HPMA. The future is bright.

Since 1st December I have seen the NHS from a patient/relative perspective again as my Mother embarked on a relatively routine gynaecological operation. No surgery is routine really and certainly not for an 86-year-old who, whilst relatively fit and independent for her age, is still considered frail. We didn't expect this to be a breeze, but we were not prepared for the sequence of events that followed. I've always known that all surgery carries risk however good the surgeons and teams are. I'll spare you the details but after a longer than expected hospital stay with post op complications Mum came to stay with me as she was barely able to move unassisted. A week later, on the 21st December, she was in unbearable pain and I called 111 and an ambulance was on its way in minutes. She was diagnosed with an obstructed bowel and taken to my local hospital. On Christmas eve she had an emergency operation, spent Christmas Day on ITU/HDU and then back to the surgical ward. It has been a long journey to recovery and she was finally discharged at the end of January, first to a community rehab centre and then to home.

The reason for telling the story and I'm sure it's one many of you are familiar with is this. Even when we know how amazing our clinical colleagues are it's still humbling to see how compassionate they are and what fantastic treatment and care they give. This was all the staff on the journey from the paramedics, doctors and nurses in ED, surgeons, anaesthetists and the ward teams. To see them work diligently all through Christmas, trying to cheer the wards up and some going beyond the call of duty for their patients and colleagues is testament to their commitment. I've seen effective team work, exemplary care and communication and high standards of cleanliness. This is how it should be and it's a sign that the ward or team is well-led. And this happens because of the work other professions (e.g. you) do to enable organisations to run and be successful.



Closing date for entries:

5pm on

Wednesday 21 February 2018

<https://hpma.awardsplatform.com>

Judging day:

Tuesday 17 April

Central London

Awards celebration dinner:

Thursday 7 June

Central London

To buy tickets contact

rachael@chamberdunn.co.uk

Fortunately, most of the experience was good. So, when it's not like that it is obvious, and it is stark the difference it makes to the patient's treatment and physical and psychological recovery. Unfortunately, the experience elsewhere was the complete opposite. As an NHS director I know how difficult it is to get it right and I am still musing over if I should write to them. My point would not be to complain but as observations and learning. The right thing to do?

I am looking forward to the longer days of Spring and being able to get to visit more branches. I'm particularly looking forward to joining the Northern Ireland branch at the end of March for their conference. Having Nicky work for HPMA has meant she has been able to visit branches and get around the country more readily than when you are a jobbing HRD!

One piece of not so good news is that Damian McAllister, Deputy President, who so ably stepped up in my absence, is leaving the NHS for the University sector. He has been a fabulous colleague and has done so much for the NHS and he will be sorely missed. I am delighted Damian wants to stay on in some capacity with HPMA, so we are not losing him to the NHS completely. We wish Damian well for his new job. Some of the notable highlights of last year were the annual awards, always a crowd pleaser and I hope you have all got your entries ready for this year as the closing date is fast approaching. 5pm on Wednesday 21 February 2018

There are many examples of innovation and good practise by many of you in many organisations. Be proud, shout about them and share them!

I look forward to seeing you at future events and hearing all about the fantastic work you do day in and day out. With my very best wishes. *Deborah*



Deborah Tarrant
President
HPMA



Conference: Making healthcare more human

Wednesday 28 March 2018

Patient discussion panel

What does human care mean to patients?

Performing Medicine

Forum theatre performance

David Gilbert, Patient Director

"In conversation with": patient and professional

Ben Morrin, Amy Stabler, Tracy Boylin, Heather Caudle

"at my best": creating enabling conditions for staff

Professor Jill Maben

Keynote: building supportive teams

[Register at www.pointofcarefoundation.org.uk](http://www.pointofcarefoundation.org.uk)

I can't believe that I have been in the Executive Director role for over six months now, the time has really flown by and has been one of the most rewarding times in my career. It also must be one of the best roles, where else do you get to spend time working with inspirational people, supporting them to develop and to continually raise the profile of the workforce profession and its vital importance at the current time. On reflecting and looking back on this first six months I now recognise how much we have done collectively to meet our vision of improving health through people, however there are so many more opportunities ahead.

Collaboratively working with other like-minded organisations has been high on the agenda, forming framework agreements with NHS Employers so we can understand where we are both operating and where there are opportunities for further partnership. We have been working closely with other public sector and educational sector bodies (PPMA and UHR)

to examine areas of commonality where we can collaborate for the development of our membership, ensuring integration, workforce supply and educational issues are at the centre of our agendas. Additionally, with these key partners we are working collectively with our professional body, the CIPD to raise the profile of the public sector as innovative, creative workforce leaders and how we want more air space to share this across our partners in other sectors. Don't underestimate the work that you all do every day and take for granted, a lot of what we are doing is ground-breaking in the field of people practices, yet we tend to be shy and hide our achievements we need to stop this and **#beproudshoutloud**.

We are facing significant challenges across health and social care at this current time, however this allows us our rightful place at centre stage, leading the changes and refocusing our roles to be more architects of change and drive the behavioural changes needed to embrace the new and ever-changing landscaping. We aim to support all workforce professionals in this 'wicked' challenge working with our partners to ensure that we support the expansion of 'people' skills in this sphere, so we are prepared to accept the challenge and really push ourselves forward. Gone are the days of being quiet and awaiting the challenge, let us get out there and challenge the status quo, ask the difficult questions so that we can really move ahead and redesign our services to deliver the highest quality for our patients, their families and carers.



Nicky Ingham
Executive
Director HPMA

#beproudshoutloud

It has certainly been a busy and fun-filled year for [Neyber](#) with the HPMA. What a privilege to have been involved with the awards, roadshows, conference and meeting so many passionate and committed NHS HR professionals throughout the UK.

Like the HPMA we are passionate about looking after the people, who look after the people and will continue to bang the wellbeing drum as loud as we possibly can; working tirelessly with Nicky and the team to ensure that a comprehensive wellbeing strategy – and hopefully a budget – is on every board's agenda. Wishful thinking?

I am very proud to say the NHS Neyberhood has grown considerably over the past 12 months, and this is mainly down you! We had six Trusts this time last year, and now we have 20 signed up, with 11 negotiating contracts and a further 25 going to their boards. Every single one has been because of HPMA members recognising the importance of supporting their teams and pushing wellbeing to the forefront of their strategies. Thank you. From the calls we get, we know that together we have literally changed people's lives.

So, what's the plan for 2018? You will be glad to know that there will be plenty of prosecco and ice cream at events, but most importantly there will be more research and education to support you and your people.

If you would like to take part in our research, please use these links:

For Employees <https://www.opiniumresearch.com/R.aspx?a=12584&as=3vZ7R17fB9>

For Employers <https://www.opiniumresearch.com/R.aspx?a=12583&as=yX6er5RM6L>



Tom Beaumont
Public Sector
Lead

The more people we can get involved, the more evidence we can present to not only raise awareness, but to also drive change. I look forward to catching up soon.



Have your say in this year's
'DNA of Financial
Wellbeing' research



The HPMA Roadshow is back for 2018 and bookings are now open. These events are free to HPMA members and are a great opportunity to hear from some inspiring speakers, share learning and best practice and meet colleagues from across your region. Simply click on the events below to book:

[HPMA Cardiff Roadshow - Are we ready for the future? 14 March SWALEC, Cardiff](#)

[HPMA Northern Ireland Roadshow - Leadership at every level 22-23 March Hilton Templepatrick, Belfast](#)

[HPMA South West Roadshow – Collaboration and retention 25 April Taunton Rugby Club](#)

[HPMA Midlands Roadshow - Wellbeing, engagement and behaviours 2 May Birmingham and Midland Institute, Birmingham](#)

[HPMA North West Roadshow - It's all about Health & Care Friday 22 June AJ Bell Stadium, Manchester](#)

HPMA London Roadshow - 3 July Resource For London, London – booking opens soon

HPMA Scotland Roadshow 15 August Radisson Blu, Glasgow – booking opens soon



There's still time to enter the HPMA Excellence in HRM Awards 2018, which recognise and reward the outstanding work in healthcare human resource management. Download our [infosheet](#) and [flyer](#) to take a look at the 18 categories and criteria or start your entry now at <https://hpma.awardsplatform.com>

Important dates:

Closing date for entries: 5pm on Wednesday 21 February 2018

Judging day: Tuesday 17 April, DAC Beachcroft, Central London

Awards celebration dinner: Thursday 7 June, Central London

If you have any questions, please get in touch on 0300 365 5560.

Thanks to our generous category sponsors for the 2018 programme, to find out more visit <http://hpma.org.uk/awards/welcome>

NHS Employers Health and Wellbeing Network

You're invited to our [health and wellbeing conference](#) focusing on mental wellbeing for the NHS workforce.

Date: 15 March 2018

Time: 09:30 - 16:00

Location: Horizon, Leeds

Cost: Free

Our one-day event will bring together health and wellbeing leads across the NHS in England as we focus on mental health.

What's in it for me?

- Be inspired by Paul Farmer, CEO of MIND and co-author of the recent Thriving at Work report
- Hear the latest progress from NHS England's healthy workforce team and their work with demonstrator sites
- Understand how to create a step change in mental health from Dr Justin Varney, Public Health England
- Network with fellow health and wellbeing colleagues from across the country and share good practice
- Develop your personal resilience with Ed Hollamby from SUMO and take away practical tools you can use immediately.

Sign up now

Join us for this unmissable event. Places will be limited, so be sure to [book your free place](#) early to avoid disappointment.

Dates for your diary

HPMA Cardiff Roadshow	14th March 2018
HPMA Northern Ireland Roadshow	22nd-23rd March 2018
HPMA South West Roadshow	25th April 2018
HPMA Midlands Roadshow	2nd May 2018
HPMA Awards Dinner	7th June 2018
HPMA North West Roadshow	22nd June 2018
HPMA London Roadshow	3rd July 2018
HPMA Scottish Roadshow	15th August 2018
HPMA Conference	April/May 2019



Meet our newly appointed Trustees



Dr. Patricia Oakley PhD (Organisational Psychology), MBA (London), MA (Victorian Studies), BSc (Pharmacy), Dip. Hist. Med. (SA), MRPharmS.
Dr. Patricia Oakley is a Strategic Service and Workforce Policy Analyst and Development Specialist, and Workforce Research Fellow at King's College, London University



Shelly Rubinstein founded Impact Consulting in 1994. She draws upon over twenty five years of high-level commercial experience and has led organisation development across a vast number of private, public, and voluntary sector organisations, in both professional and managerial capacities



Elaine Way CBE has made an enormous contribution to health and social care in the Western area over the past 40 years, serving in the role of Chief Executive for over 21 years. Elaine won the HPMA President's Award for Outstanding Lifetime Achievement in 2017



Nick Grimshaw BA Honours, English and History, Member of the Chartered Institute of Personnel and Development
For the past five years has been a Director of two HR and OD Consultancies



Sally Storey works as Director of Human Resources Organisational Development and Education and Development at South London and Maudsley NHS Foundation Trust



Deborah O'Dea works as an independent practitioner in Human Resources and Organisational Development. She has 26 years experience in her field, 20 of which are at Board level. Her experience has also extended to roles in general management and acting as Chief Executive of an acute trust for over a year