

Keeping our people in the NHS healthy and fit, both in body and mind, is really important so they can give great care to our communities and be advocates for improving and maintaining health in the UK population. The subject and proposal in Richard's blog this week is of great interest to both myself and the HPMA. I would encourage you to make contact with Richard to share good practice, ideas and to start the discussions. In the meantime, if you would like to send us any other blogs or any HR-related problems you would like guidance on, please email the editor on judith@chamberdunn.co.uk and we will post them on the website for you.



Deborah Tarrant, HPMA President

In this issue...

- Rise in sickness absence from mental ill-health
- NHS England launches a new Workforce Race Equality Standard
- London Academy action learning sets
- A reminder of the key issues from the whistleblowing review
- Withholding pay progression in sickness absence
- Are we doing enough to look after NHS staff?
- Events coming up

News

- Levels of NHS staff sickness absence caused by mental ill-health have more than doubled in the past four years, according to figures obtained by the BBC. [Click here to read full article](#)
- From 1 April 2015 all NHS organisations will be required to demonstrate how they are addressing race equality issues in a range of staffing areas. [Click here to read full article](#)
- The London Academy is currently setting up action learning sets for: Heads of (1 group), HR Business Partners and HR Managers (2 groups), Band 6/7 HR Practitioners (2 groups), Band 6/7 OD/L&D Practitioners (2 groups). We are always looking for new facilitators for action learning sets. If you are interested in facilitating an action learning set for the London HPMA Academy, please get in touch diana.cliff@rmh.nhs.uk

HR practice

- Sharon Gregory reminds us of the key messages from the Freedom to Speak Up Review. [Click here to read full article](#)
- Andrew Rowland from Capsticks explores the implications of withholding pay progression in cases of sickness absence. [Click here to read full article](#)

Join In

- Richard Edge asks if the UK would be healthier if we looked after the health of our staff. [Click here to read this blog](#)

Events

HPMA West Midlands – The Five Year Forward View - Learning from the past, looking to the future

Date: Wednesday 22 April

Time: 09:30 to 12:30

Venue: Capsticks, 35 Newhall Street, Birmingham, B3 3PU

The Five Year Forward View sets out a clear and ambitious programme of modernisation for the NHS and Social Care. The devolution of powers and resources in Manchester underline the scale and pace of what is being proposed.

[Book Now](#)

HPMA President's Reception

Date: 29th April 2015

Time: 18:00 - 20:30

Venue: Central London

Click below to register your interest to attend

[Book Now](#)

HPMA West Midlands – Team Dynamics - How good are your teams?

Date: Tuesday 5th May

Time: 09:00 to 13:30

Venue: Bevan Brittan, Interchange Place, Edmund Street, Birmingham, B3 2TA

[Book Now](#)

The Challenges in the NHS versus the Higher Education Sector

Date: Friday 8 May

Time: 09:30 to 12:30

Venue: DAC Beachcroft, 3 Hardman Street, Manchester, M3 3HF

This session will be led by Joanne Marshall, Director of Human Resources and Organisational Development.

[Book Now](#)

When is sickness absence a problem? - An Employment Law Update delivered by Capsticks LLP

Date: 18th May 2015

Time: 13.30 to 17.00

There will be opportunities for interactive discussion and case studies. Aimed at HR advisers/manager and ER teams.

[Book Now](#)

HPMA East of England Event

Date: 4th June 2015

Time: 09.30 - 13.30

Venue: Limekilns Suite, Newmarket Race Course, Rowley Mile Racecourse, Newmarket, Suffolk CB8 0TF

A morning event with a coaching masterclass and an employment law update (lunch provided)

[Book Now](#)

NHS Deputy Directors of HR Network for London

This network has been set up and run by Deputies and is supported by London HPMA. If you are a Deputy Director of HR or an Associate or Assistant Director of HR and report directly to your HR Director, please do come along to meetings. Contact Diana.cliff@rmh.nhs.uk to go on the distribution list for these meetings.

The next date for 2015 is:

8 July 2015

[Book Now](#)

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Kind regards
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