

As you know I took up the Presidency at the beginning of April and whilst this is not quite the first e-newsletter in my term it's the first one I am able to share some of my early thoughts in the role. The reason for this is that at that time my Mother had a stroke and was blue lighted to Kings College Hospital in South London. Fortunately she received excellent treatment and care at the right time by the right people in the right place and has made a good recovery. It is at times like this that it brings what we do into more stark reality and how our contribution to how the people in healthcare perform and work together in teams makes such a difference. I will reflect and share more with you in weeks to come [<click here to read full article>](#). 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...

- Flexible working and job satisfaction
- Guidance on healthcare scientists' careers
- West Midlands branch 2-year anniversary event
- Job vacancy: head of workforce post in London
- Staff survey results: summary
- Flexibility clauses
- Are you a chimp or a bonobo?
- It's time to be proud of being in HR!
- Events coming up

News

- Choosing your own working hours is the key to lower stress levels, a study shows. [Click here to read full article](#)
- Guidance published on healthcare scientists' careers. [Click here to read full article](#)
- Clare Toms reports from an event to celebrate the two-year anniversary of the West Midlands branch. [Click here to read full article](#)
- Job vacancy: Head of Workforce - Specialist Hospitals Board - UCLH, Deadline: Thursday, April 23, 2015. [Click here for more information](#)

HR practice

- The 2014 staff survey results were published last month at www.nhsstaffsurveys.com. Sharon Gregory summarises the main points. [Click here to read full article](#)
- Flexibility clauses are commonly included within NHS employment contracts, as they are in most sectors. This article by Andrew Davidson from Hempsons discusses how caution ought to be exercised by managers when relying upon flexibility clauses and provides managers with some helpful tips. [Click here to read full article](#)

Join In

- Peter English suggests that a good way of improving your personal relationships is to remember that we are all basically primates. Are your colleagues chimps or bonobos? [Click here to read this blog](#)

- Be proud of what you do! Jeannette Crisp says it's time to sing HR's praises. [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

You can now follow us on Twitter [@HPMA_National](https://twitter.com/HPMA_National)

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