

If like me, and many others, you were surprised by the outcome of the election last Friday, especially that the Conservatives were in a position to form a majority Government, I expect you will also be wondering what the result will mean for the NHS. In reality the challenges for the NHS, especially around the workforce will remain. A positive from this result, whatever your political preferences, is that it is unlikely there will be any major reorganisations which will bring a degree of stability and a continued focus on the delivery of the Five Year Forward View. At least there will not be NHS structural change and the associated costly processes to contend with and distract us from treating the patients that require our services every day. [<click here to read more>](#) If you would like to send us your views on the election results 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...

- Support from a manager can reduce depression
- New people performance management toolkit
- Secondment opportunity
- The Woolworths' verdict on collective redundancies
- Are you up to speed with the new Workforce Race Equality Standard?
- Had enough of politicians' manifestos? Why not make your own?!
- How to write a blog: read our handy two-part guide
- Pay protection policy help needed
- Events coming up

News

- Witnessing aggression or other bad behaviour at work can affect staff well-being, and heighten work-related depression, anxiety and emotional exhaustion, according to a study, but support from a manager can significantly reduce this - [click here to read article](#)
- A new toolkit to encourage and enable NHS managers to adopt better performance management practices has been launched by NHS Employers. [Click here to read article](#)
- An exciting opportunity has arisen within the London HPMA Academy for a role to lead a review process to identify learning and development needs of HR and OD teams. [Click here to read article](#)

HR practice

- Alastair Currie from Bevan Brittan provides an update on the recent Woolworths' verdict that it is the number of employees assigned to each individual entity that is relevant when considering whether collective consultation is required. [Click here to read full article](#)
- From April 2015 the NHS Equality and Diversity Council has implemented a Workforce Race Equality Standard (WRES), which requires employers to demonstrate progress against a number of indicators of workforce equality. Sharon Gregory reports. [Click here to read full article](#)

Join In

- While politicians have been setting out their plans, Kelly Abel has put her own manifesto together. [Click here to read this blog](#)
- Want to write a blog but don't know how? Read part 1 of our guide. [Click here to read this blog](#)
- The Royal Marsden is reviewing its Pay Protection Policy and would like to benchmark this with other Trusts Pan London. [Click here to read this blog](#)

Events

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)

[@HPMA_EoE](#)

[Book Now](#)

HPMA Awards

Tickets are now available for the award ceremony on 18th June at the Novotel West in Hammersmith.

[Book Now](#)

You can now follow us on Twitter [@HPMA_National](#)

Kind regards
HPMA Admin Team
e admin@hpma.org.uk
t 020 8334 4530

