



HPMA Members Event

Members' Feedback

June 2017

By Daniel Elkins

This document summarises the feedback from HPMA Members given during the Members Event on 22nd June 2017. Members were asked to discuss and provide feedback to the following questions:

How could HPMA develop further and faster?

Branch Development

- **Grow branch committees** – good ideas to get graduate trainees & more junior HR staff involved
- **More local link events (like Welsh model) particularly in North West because of size**
- **Branch support** – sharing of information and intelligence from other branches
- **Collaboratively develop programmes/events which are shared for all to use & deliver**
- **Cross fertilisation between regions/branches**
- **Bringing branch committee members together – not just chairs**
- **Licence the Aspire Programme so each branch could deliver**
- **Reciprocal Interbranch invitation to Events**
- **Need an emailing list of Branch Chairs/Co-ordinators to improve branch communication**
- **Help with workplans & defining roles**
- **Very pleased with what HPMA London is doing – more of the same please!**
- **Greater showcasing**
- **More development events for branch committees to share good practice & ideas**
- **Improve communication on a UK wide basis**

National & Local Event Ideas

- **Joint events with HFMA** – providing another perspective
- **Wellbeing conference**
- **Cultural Change & OD Event**
- **Grow greater links and awareness in OD**
- **More events at STP level to foster good HR/OD collaboration across STP**
- **National & branch events - Unconscious bias & human factors**
- **HFMA Joint conference**
- **PPMA Joint Conference**
- **Partnerships with HFMA, PPMA** – further develop nationally and at local level (particularly for BPs)
- **Mindfulness Events**
- **Mental Health & Wellbeing**
- **Attraction Strategies**
- **Mental Health & HR Training**

- Cultural change events - Ways to make small steps to making cultural changes
- How to engage & Develop new talent with Ageing Workforce

Other Ideas

- Research – As caring organisation, why do we not care for our staff (ie workforce are stressed, burnt out etc)
- Academic Links
- Branch secondment – back to the floor crossing professional boundaries
- CIPD Links

How could HPMA help tackle the top People & OD challenges?

Academy Activities

- Set up/join Academy that supports all levels of staff
- Sharing development programme resources
- Broadening Talent & bring in from other areas to HR
- Engage External suppliers &/or sponsors – workshop, speakers, training solutions
- Attracting talent into HR – potentially from other sectors

Event Topics

- The Wellbeing Agenda has had a 'pink & fluffy' press. It could be the answer to stress. Bullying & harassment and retention
- Empowering to 'stop the line' Human Factors – speakers & sessions
- Look at cultural aspects – look holistically currently too HR focused
- Sessions with non-NHS organisations e.g. British Airways, John Lewis
- Mediation skills to tackle issues before they become issues (dignity matters)
- Revise D@W processes including management level mediation

Partnerships

- Really need help on B&H stuff – again is this something for Tim Anstiss again?
- How can we promulgate Dr Tim Anstiss' presentation into a way of working?
- Partnership working with universities – attracting talent and offering development opportunities
- Joint Improvement Projects

Any other ideas about what HPMA should be doing?

Branch Development

- Have sub-committees (with expert members), e.g. Bullying & harassment, Stress at work events
- Forum to allow Committee Members to communicate about events/speakers – i.e. learn from each other
- National Facebook group for members (pinched from HPMA NI) – great way to generate conversations
- Engage external suppliers – challenge them, use their resources, data, expertise, facilitation, run workshop/speaker sessions, e.g. Liaison are supporting Cheshire & Mersey STP on managing agency spend
- Resources do support Branch Committee Development
- Greater collaboration across regions

Best Practice from Outside NHS

- Research – do we want to commission something from Tim Anstiss?
- ‘Best practice’ at home and abroad – develop study trips with shared costs
- Learning from failure & sharing these lessons with other Trusts
- Learning from organisations not just about health who are great
- Learning from excellence in external organisations
- Look to private organisations & how to engage employees – e.g. Google

Other

- Consider how HPMA can jointly influence Chief Executives and Boards generally on Workforce, OD & HR
- Promotion of the centralised Employee Relations Investigation Process
- Horizon scanning & distributor/repository for literature on relevant NHS/HR?OD topics
- HPMA & NHS Employers to be closer aligned
- HPMA & CIPD need to share more & collaborate
- Aim/target students for HRM/Post Ed Diploma/CIPD Course members