

North West Streamlining Success Stories

- **Workstream:** Non-Core: PREP
- **Sub Region:** Cheshire & Merseyside



Cheshire & Merseyside PREP Workstream

What was the aim?

The PREP (Policy Review Engagement Partnership) Workstream was established as an enabling programme to support the recruitment and training workstreams. The North West Streamlining team recognised that the activity being implemented in those other core workstreams would require trusts to make policy amendments, changes to practices and possible alterations to local terms and conditions. The PREP Workstream was set up to enable those modifications.

What was achieved?

Notice Periods

The PREP Workstream Group looked at harmonising notice periods across the sub-region. The aim was to support the Recruitment Workstream, standardise time to hire periods so recruiting managers could predict when to advertise a job and when employees might start. The North West Streamlining team brought trusts together to talk through notice period rationales. This helped to achieve a common understanding. There is now one set of consistent notice periods used by all 18 trusts in Cheshire & Merseyside and one set for mental health trusts.

Honorary Contracts

Misunderstanding between trusts about honorary contracts clauses was causing recruitment delays. The PREP Workstream Group joined forces with the Recruitment Workstream Group to create a standardised honorary contract and guidance that is now being used by all 18 trusts rather than them all using 18 different contracts.

TUPE Guidance

A strategic aim for streamlining is to support the movement of staff around the North West. TUPE was a process that caused anxiety for NHS workers and which lengthened the recruitment period as trusts had varying standards around employer liability information. To address this, the PREP Workstream Group created agreed overarching principles that all trusts signed up to so they could share TUPE information quickly and consistently.

What were the success factors?

“Governance provided by the Streamlining team was key. It helped the group maintain progress. Their project management role drove delivery and it made it easier for me to chair meetings, providing all of the meeting support and project management.”

- Jenny Grant, Associate Director, Workforce & OD, The Clatterbridge Cancer Centre NHS Foundation Trust and Chair of the Streamlining PREP Workstream Group

Involving the trade unions was key to the success of the PREP Workstream. The Streamlining team asked trade union representatives to be part of the Workstream Group. That meant that any trade union queries could be addressed at the point of policy development, ensuring a faster and smoother implementation later on.

“The Streamlining team enabled proper engagement with the trade unions early on. Beforehand, there wasn’t a true understanding of how to do that. But we explained we wanted to be involved and we’ve been able to shape some of the models that are going to be proposed across the region – enabling an easier transition at a local level. That early collaboration has led to true partnership working and less challenges.”

- John Flannery, Staff Side Lead, Southport and Ormskirk Hospitals NHS Trust and trade union representative on the Cheshire & Merseyside Streamlining PREP Workstream Group

Want to find out more?

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North West Streamlining Team Success Stories

