

North West Streamlining Success Stories

- **Workstream:** All
- **Sub Region:** Cheshire & Merseyside



Finalist in North West HPMA Excellence Awards

What is this awards scheme?

Every year the Healthcare People Management Association (HPMA) Excellence Awards recognise outstanding work in healthcare human resource management. As a professional voice of HR & OD in healthcare, the HPMA aims to support and develop HR & OD staff to improve people management in healthcare and ultimately improve patient care.

In 2018, the Cheshire & Merseyside sub region was shortlisted for the North West HPMA 'We work across systems' category. Although they didn't win, being one of just four finalists selected from entries right across the North West, shows the best practice and achievements of the Cheshire & Merseyside Streamlining programme.

What was the aim?

The North West Streamlining team wanted to demonstrate how the 18 trusts in Cheshire & Merseyside had come together to work in collaboration, right across six workstreams which included recruitment, training, occupational health, HR policy, medical staffing and systems.

What has been achieved?

"The Streamlining programme in Cheshire & Merseyside was ambitious from the outset. The team have gone beyond what was asked of them to create networks and to share good practice.....Their success has been all about finding the 'go-to' person and knowing how to support each other with new and brilliant approaches used across our system without having to reinvent the wheel."

- Heather Barnett, HRD lead for Cheshire & Merseyside Streamlining Programme and Director of Workforce

- The new starter experience has been improved across Cheshire & Merseyside
- Efficiencies have been made across the 18 trusts enabling greater focus on adding value
- Induction has been improved so training is not duplicated, whilst compliance is maintained
- The occupational health pre-employment health questionnaire has been aligned to ensure consistency
- Consistent notice periods have been implemented across the sub-region
- A medical staffing group has streamlined practices across all trusts
- Roll out of values-based recruitment and sole use of factual references has been supported across the region
- Systems colleagues across the 18 trusts have worked together to pool technical knowledge and provide support

"The Streamlining programme has enabled us to think systems-wide and as a programme, our discussions have become much more about the overall good of Cheshire & Merseyside rather than about individual trust benefit. It's about what's best for the whole system."

- Heather Barnett

Want to find out more?

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North West Streamlining Team Success Stories

