



Working together nationally and locally
to improve efficiency and staff experience

Welcome to the Cheshire and Merseyside Streamlining webinar.

The webinar is scheduled to begin at 11:00am

N.B:

- If you have not yet connected your audio as per the invite joining instructions, please dial in by using the “Quick Link” tab on the top left of your screen. Select “dial in” & follow the instructions including entering your Access code.
- Please turn off your video and mute yourself by clicking the camera and the microphone icons respectively, which will appear next to your name/call in user. This will limit visual distraction and background noise.
- Participants will be able to use the chat facility to type in any question, comments or feedback during the entire webinar and these will be discussed at the end of the webinar.



@StreamliningNW





Working together nationally and locally
to improve efficiency and staff experience

Cheshire & Merseyside Webinar

Benefits of a Collective Force

Tuesday 31st July 2018, 11.00am – 12.00pm



Heather Bebbington

- Director of Workforce & Development,
The Clatterbridge Cancer Centre NHS Foundation Trust
- HR Director Lead for Cheshire & Merseyside Streamlining



There is nothing more difficult to take in hand, more perilous to conduct, or more uncertain in its success than to take the lead in the introduction of a new order of things.

Niccolo Machiavelli



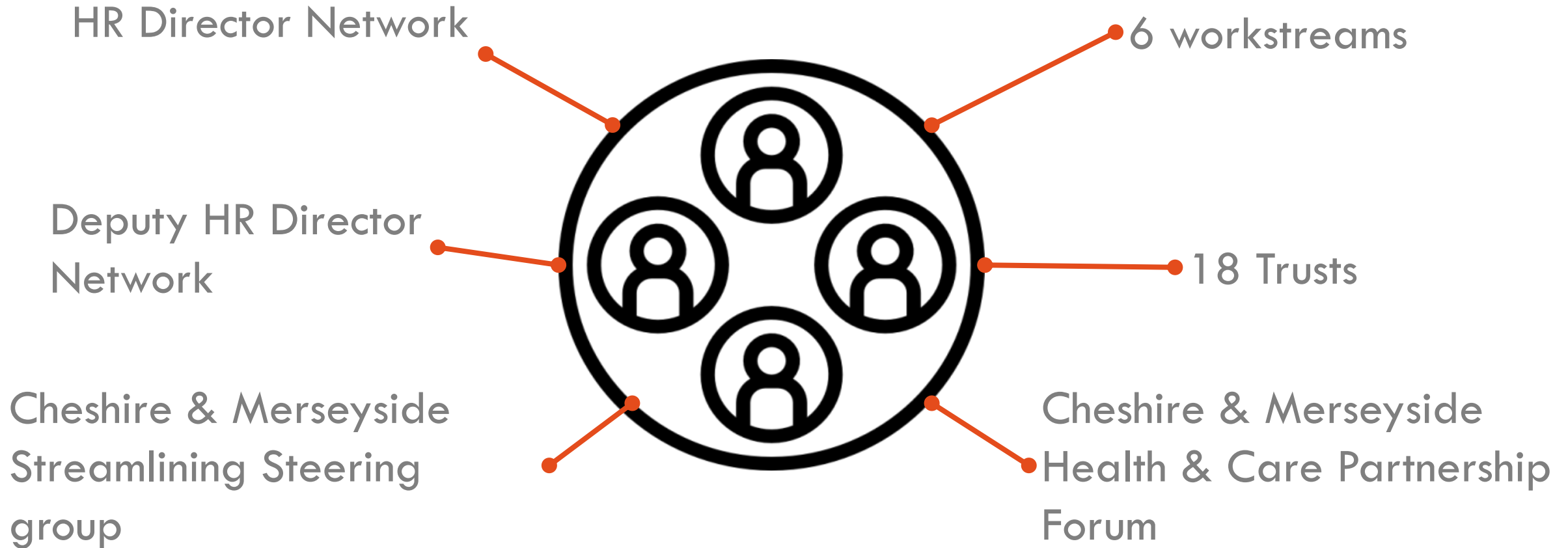
INTRODUCTION

Where we are:



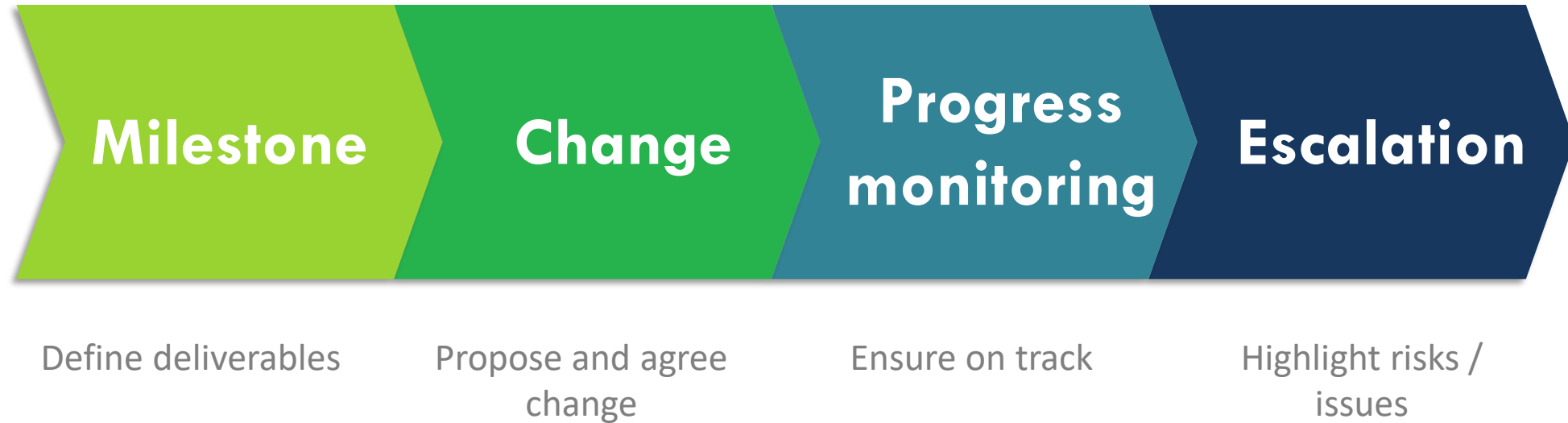
INTRODUCTION

Cheshire & Merseyside Delivery Structure



INTRODUCTION

Governance Structure



Questions to consider

- Are there any learning outcomes that you can share with the Cheshire & Merseyside workstreams having heard their progress and challenges?
- Where might you suggest we focus our attentions in Cheshire & Merseyside to gain the greatest benefits?
- How do we give that final push in year 3 to make the programme a success?

There will be an opportunity at the end of the webinar for you to discuss and feedback your answers to these questions.





RECRUITMENT



OCCUPATIONAL
HEALTH



SYSTEMS



Policy Review
Engagement
Partnership
(PREP)



MEDICAL
STAFFING



TRAINING

6 Workstreams 18 NHS Trusts within Cheshire & Merseyside

The focus of the Streamlining work within the Cheshire & Merseyside region is on Recruitment, Training, Occupational Health, PREP, Systems and Medical Staffing

RECRUITMENT WORKSTREAM

Lisa Hassey

- Workforce Systems & Information Manager, The Clatterbridge Cancer Centre NHS Foundation Trust
 - Deputy Lead, Recruitment Workstream



RECRUITMENT WORKSTREAM



- ESR Data Cleanse Underway
- Factual Reference Trial
- Trusts Values Mapped to National NHS frameworks
- Values Based Recruitment
- DBS Update Service Registration Encouraged
- Honorary Contract Process Implemented
- Time to Hire
- Job Descriptions Standardisation

RECRUITMENT WORKSTREAM

Achievements

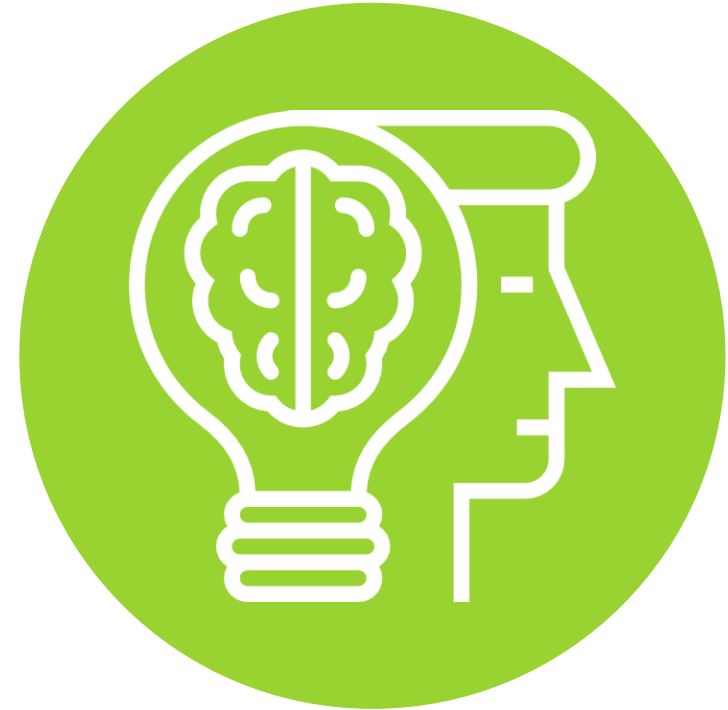
- Factual Reference trial completed by 17/18 trusts
- Honorary Contract Admin process in place across 18/18 trusts
- C&M fed into national piece of work on Time to Hire and have agreed parameters for future comparisons and learning to take place



RECRUITMENT WORKSTREAM

Challenges

- Dual process running whilst doing FR trial
- National piece of work slowed down C&M progress on Time to Hire
- Appetite for mandating DBS update still unclear



RECRUITMENT WORKSTREAM

So What?

- An improved, more efficient recruitment process for applicants, in particular NHS to NHS appointments.
- Reduced risk of litigation over non factual references
- Reduced bank, overtime and agency spend
- Less manual chasing for Recruitment teams
- Benchmarking becoming real!!!! No longer comparing apples with pears
- Supportive peer network extending not just through the Recruitment workstream but across all workstreams.

TRAINING WORKSTREAM

Adam Rudduck

- Assistant Director of Organisational Development,
St Helens & Knowsley Hospitals NHS Trust
 - Lead, Training workstream



TRAINING WORKSTREAM



- Recording of Core Skills competencies with OLM
- Alignment to Core Skills Training framework
- Sharing of training competencies via IAT
- Align to Core Skills Refresher Periods
- Realise the benefits of Core Skills alignment

The What

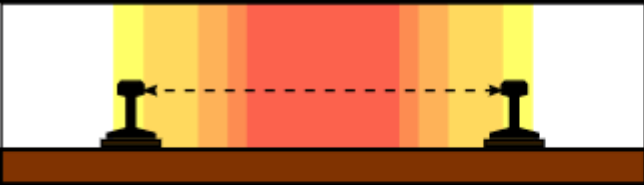
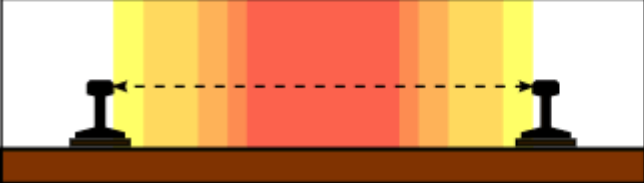
From this....



...to this

The Challenges



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	Broad Gauge 1676 mm 5 ft 6 in



TRAINING WORKSTREAM

What Next?



OCCUPATIONAL HEALTH WORKSTREAM

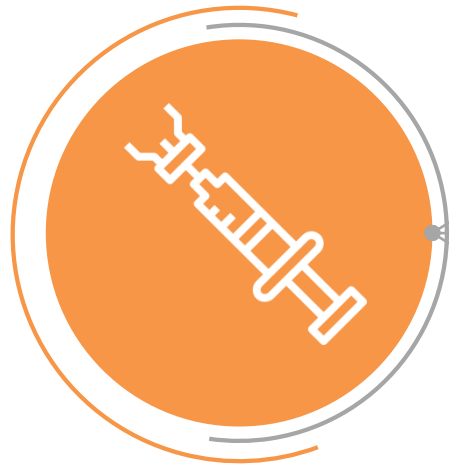


Linda Lewis

- Head of Health Work and Well-Being,
St Helens & Knowsley Hospitals NHS Trust
- Deputy Lead, Occupational Health workstream



OCCUPATIONAL HEALTH WORKSTREAM



- Pre-Employment Health Questionnaire
- Interim solution in place for sharing Immunisations & Vaccinations
- Scoping of revised Management Referral process



OCCUPATIONAL HEALTH WORKSTREAM

Challenges

1. Additional work outside of streamlining
 - Global Hep B shortage management
 - BCG shortage
 - General Data Protection Regulation (GDPR)
 - Data Sharing and consent within Occupational Health
 - Privacy Statement for Occupational Health
2. Competitors/commercial providers having access to the work that we have completed under the streamlining banner.
3. Different policies and process in each trust, in particular the 'management of attendance/sickness absence'.



OCCUPATIONAL HEALTH WORKSTREAM

So What?

Simplified mechanism whereby employees if they wish can move with ease from trust to trust.



PREP WORKSTREAM

Vicki Wilson

- Head of HR, Liverpool Heart & Chest NHS Foundation Trust
- Lead, Policy Review Engagement Partnership (PREP) workstream



PREP WORKSTREAM



- Alignment of Notice Periods for New Starters
- Honorary Contract
- TUPE overarching principles
- Starting Salary on Appointment

PREP WORKSTREAM

Achievements

- 18/18 trusts aligned to C&M Notice Periods for new starters with 9/18 having already extended this to existing staff
- Transfer of Undertakings (Protection of Employment) - TUPE overarching principles completed with emphasis on early engagement - this process helps the organisations and individuals involved
- Honorary Contract close to completion which compliments the administrative process completed by the Recruitment workstream - Honorary Contract piece of work being taken to National level as an example from Cheshire & Mersey



PREP WORKSTREAM

The Challenges

- Workstream membership
- Engagement of key stakeholders
- Governance processes



PREP WORKSTREAM

So what?

- Network established for HR professionals
- Improved communication and engagement across workstreams
- Importance of engaging all stakeholders, including Trade Union representatives
- Clearer understanding of governance processes and links between streamlining groups and trusts
- Choice of deliverables/milestones



SYSTEMS WORKSTREAM

Joanne Powell

- Head of Workforce Planning and ESR,
St Helens & Knowsley Hospitals NHS Trust
 - Lead, Systems Workstream



SYSTEMS WORKSTREAM



Minimum Data Set in IAT confirmed

Agree a standardised approach to Registration Authority and production of Smart Cards

Agree an approach to core HR transactions via workforce systems

SYSTEMS WORKSTREAM

Achievements



- Workshop held to update workstream group on Electronic Staff Record (ESR) functionality and Business Intelligence (BI) reporting in April 18
- Systems representatives support on other workstreams (Recruitment, Training & Occupational Health) to assist with systems challenges
- Network set up for technical colleagues to share best practice and learn from each other



SYSTEMS WORKSTREAM

The Challenges

- Supporting other workstreams and having own workstream milestones to complete
- Multiple systems being used across organisations
- Resistance to changes



SYSTEMS WORKSTREAM

So what?

- Overcoming challenges by working together – not working in silos
- ESR central team being able to provide updates to one region at a time
- Improving technical ability across the region and therefore making the most of technology
- Core HR transactions work being shared across North West at 'Big SIG' to assist other regions
- Output of Smartcard & Registration Authority work to be used as example at national level
- Identifying gaps in systems and working collaboratively to progress
- Managing changes effectively



MEDICAL STAFFING WORKSTREAM



Heather Bebbington

On behalf of Medical Staffing Workstream Group



MEDICAL STAFFING WORKSTREAM



- Acting Down Policy
- Locum / Agency Locum Rapid Induction
- Terms & Conditions for Trust Grade Doctors

QUESTIONS & ANSWERS SESSION



Question to consider

- Are there any learning outcomes that you can share with the Cheshire & Merseyside workstreams having heard their progress and challenges?

QUESTIONS & ANSWERS SESSION



Question to consider

- Where might you suggest we focus our attentions in Cheshire & Merseyside to gain the greatest benefits?

QUESTIONS & ANSWERS SESSION



Question to consider

- How do we give that final push in year 3 to make the programme a success?

QUESTIONS & ANSWERS SESSION



Any other questions?



**Change will not
come if we wait for
some other person
or some other time.
We are the ones
we've been waiting
for. **We are the
change that we seek.****

Barack Obama



THANKS FOR JOINING US

Please complete the webinar evaluation that will be provided

If you would like to know more about Streamlining in the North West please contact us by either emailing or tweeting the team, using the details below:



streamlining.nw@nhs.net



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