

“Partnership working in the new normal: now and beyond”
The annual London SPF Conference
30 September 2022 | UNISON Centre

09.30 – 10.00 UNISON Atrium	<u>Registration</u> Refreshments to be served on arrival and networking in the atrium area
10.00 – 10.25 UG.1, UG.2, UG.3	Welcome & Reflections <ul style="list-style-type: none"> • Tom Nettel, Executive Director of People, The Homerton Hospital (virtual contribution) • Tanya Carter, Chief People Officer, East London NHS Foundation Trust • Debbie Eakins, Regional Organiser, UNISON
10.25 – 10.45 UG.1, UG.2, UG.3	National SPF Priorities Hear about some of the opportunities and challenges of the new NHS landscape from the Trade Union and NHS Employers view <ul style="list-style-type: none"> • Rebecca Smith, Director of Engagement, NHS Employers • Sara Gorton, Head of Health, UNISON
10.45 – 11.05 UG.1, UG.2, UG.3	Creating ‘Clear Air’ to help build a Just and Fair culture Our speakers will talk in detail about managing employee relations in challenging times we may face <ul style="list-style-type: none"> • Nicola Cross, Client Relationship Manager, CMP Solutions • Adrian Wright, University of Central Lancashire
11.05 – 11.35 UG.1, UG.2, UG.3	In Capital Health? The presentation will explore the profile and dynamics of the healthcare workforce in London <ul style="list-style-type: none"> • Professor James Buchan, Senior Fellow, Health Foundation
11.35 – 11.50 UNISON Atrium	Refreshments & Networking
11.50 – 12.15 UG.1, UG.2, UG.3	Joseph Rowntree Foundation: In-work poverty and the cost-of-living crisis The Joseph Rowntree Foundation will present key insights on in-work poverty and the cost-of-living crisis, alongside their recommendations for employers on how to support employees and help ensure jobs provide a route out of poverty. <ul style="list-style-type: none"> • Morgan Bestwick, Policy Adviser, The Joseph Roundtree Foundation
12.15 – 13.15 UG.1, UG.2, UG.3	Table work and panel feedback / in conversation with Table work discussing what has gone well and what has been challenging across a variety of subjects followed by a panel Q&A session. Topics include: <ul style="list-style-type: none"> - Flexible working - Pay - Cost-of-living/in-work poverty - Health and wellbeing

	<ul style="list-style-type: none"> - Equality and Diversity - Sustainability and green plans <p>Panel members:</p> <ul style="list-style-type: none"> • Sara Gorton, Head of Health, UNISON • Nicola Cross, Client Relationship Manager, CMP Solutions • Jinjer Kandola, Chief Executive and Co-chair, London NHs Partnership • Rebecca Smith, Director of Engagement, NHS Employers • Morgan Bestwick, Policy Adviser, The Joseph Roundtree Foundation
13.15 – 14.15 UNISON Atrium	Lunch & Networking
14.15 – 14.40 UG.1, UG.2, UG.3	London's health and care system <p>An overview of the challenges we have met, the ones we are meeting and how we meet these going forward.</p> <ul style="list-style-type: none"> • Martin Machray, Executive Director of Performance NHS England - London
14.40 – 15.40 T6.1 (Floor 6) T6.2 (Floor 6) T7.1 (Floor 7)	<p><u>Breakout Sessions</u></p> <p><i>Please note, you will have the opportunity to attend two of the breakout rooms during this time period:</i> 14:45 – 15:10 option 1 15:15 – 15:40 option 2 You can sign up to the breakout rooms when you arrive and register at the event.</p> <p>#InclusiveHR – Let's make the ambition a reality!</p> <ul style="list-style-type: none"> • Cheryl Samuels, Deputy Director of Workforce Transformation, London Region NHS England • Sutopa Sen, HR Business Partner, Royal Free London NHS Foundation Trust <p>Embracing Difference: neurodiversity in the workplace</p> <p>This session will develop attendees understanding of neurodivergence and offer practical solutions for how to create and maintain equitable recruitment and retention practices for the neurodivergent workforce.</p> <ul style="list-style-type: none"> • Will Hardy, Programme Manager - London Autism Programme Team, NHSE <p>Creating LGBT+ inclusive healthcare environments for patients and staff</p> <p>Hear how implementing the NHS Rainbow Badge Assessment programme can support and guide improvements in patient and workforce experience for LGBT+ people</p> <ul style="list-style-type: none"> • Alex Matheson, NHS Rainbow Badge Programme Manager, LGBT Foundation • Riley Richards, NHS Rainbow Badge Assessor, Stonewall
15.40 – 16.10 UG.1, UG.2, UG.3	Pivoting to the Future-any Workforce Implications? <p>We will consider the impact of Big Investments in Science, Data and Care Centres, and</p>

	<p>the rising elderly population, which will accelerate the need for much staff development and CPD; a different skill mix and workforce profile; and a more involved family and community governance structure.</p> <ul style="list-style-type: none"> • Dr Patricia Oakley, Strategic Service and Workforce Policy Analyst, and Workforce Research Fellow and Director, Practices made perfect
16.10 – 16.30	<p>Round up of the day and message from SPF Chairs</p> <ul style="list-style-type: none"> • Phil Thompson, UNISON Regional Organiser and Co-chair, London NHS Partnership • Jinjer Kandola, Chief Executive and Co-chair, London NHS Partnership
16:30	Close

Speakers

Professor James Buchan



Jim joined the Health Foundation in 2017 as a Senior Visiting Fellow.

Jim has worked extensively as a policymaker, policy analyst, and consultant on health workforce and health systems issues in Europe, Asia and the Pacific. At the Health Foundation, he contributes to the policy analysis work on the health workforce.

His background includes periods as National Senior Manager in the National Health Service in Scotland, Senior Policy Analyst at the Royal College of Nursing, Specialist Adviser to the federal government agency Health Workforce Australia, and Senior Adviser (Human Resources for Health) for the European Region of the World Health Organization (WHO). He is currently affiliated with the WHO Collaborating Centre on Health Workforce Planning at the Universidad Nuovo, Lisbon, Portugal, and the WHO Collaborating Centre at University of Technology Sydney (UTS), Australia.

Jim continues to work on a range of health workforce policy projects in Europe and Asia for organisations such as WHO and the World Bank.

He is a member of the national Workforce Planning Group, Scottish Government, and is Editor in Chief of the Human Resources for Health journal.

Dr Patricia Oakley



Dr Patricia Oakley, PhD (Organisational Psychology), MBA (London), MA (Victorian Studies), BSc (Pharmacy), Dip. Hist. Med. (SA) MRPharmS. Awarded AHPM's Lifetime Achievement Award 2016. Dr Oakley is a recently retired Strategic Service and Workforce Policy Analyst, and Workforce Research Fellow at King's College, London University. She has over 40 years' health and public service experience in both operational management and policy research and development. She has worked extensively with national policy-makers and Trust boards, executive directors and senior clinicians, and with service managers and clinical practitioners in developing their strategies to deliver affordable public services. She has worked in management and organisational development; restructuring organisations and clinical care systems; designing and delivering skill-mix reviews and reprofiling programmes; conducting value for money audits and managing subsequent change programmes; and preparing strategic workforce and education and training investment plans. A Founding Director of Practices Made Perfect Limited, Dr Oakley continues to work as an adviser in workforce planning and policy development. She is now writing historical fiction novels about medical and organisational politics in 19th & 20th Century hospitals. Her first historical fiction novel will be available this year.

Morgan Bestwick



Morgan is a Policy Adviser at the Joseph Rowntree Foundation. Her work at JRF has been focused on how improving job quality, to ensure more people can access good work, can help tackle in-work poverty. Prior to joining JRF, Morgan worked in the youth sector for the Prince's Trust and National Citizen Service. She has an MA in Legal and Political Theory from University College London.

Alex Matheson



As the NHS Rainbow Badges Programme Manager, Alex Matheson has overseen the creation and roll out of Phase II. This has taken the NHS Rainbow Badge from a purely visual symbol to a detailed assessment of LGBT+ inclusion throughout NHS Trusts.

Alex has a background in community healthcare and complaints management and is a member of the LGBT+ community. She is passionate about creating opportunities to make meaningful change in the healthcare experiences of LGBT+ people, not only for patients but also for members of staff.

Rebecca Smith



Rebecca joined NHS Employers in April 2013 and was appointed director for the national engagement service in April 2016.

In this role she works closely with HR directors, area heads of engagement and HR director network chairs to ensure that the voice of employers is front and centre of workforce discussions. She also leads on social partnership working and through the national engagement service and the chairs of the regional forums, she ensures that there is greater alignment across regional and national work streams and forums.

From October 2022 her role is changing to have a great focus on systems and collaboration.

Rebecca has worked at HR director level and has experience in a range of organisations including a local authority, NHS acute and community trusts and mental health organisations and within Strategic Health Authorities (SHAs). Rebecca has a Masters in HR management and is a member of the CIPD.

Nicola Cross

Nicola Cross is a Client Relationship Manager and has been with CMP Solutions since 2021. Nicola has over 15 years' experience of working in collaboration with organisations to help identify skills gap to increase the potential of their workforce; build on their interpersonal skills for a positive mindset that drives positive behaviours and a fair and just culture. In addition, supporting and advising organisations on conflict management interventions from early resolution through to more formal grievances.

Outside of work, Nicola enjoys writing for Young Adult readers and attending Latin and Ballroom dance classes.

Phil Thompson

Co-Chair of London NHS Partnership Group

Regional Organiser for UNISON, which, together with its partners Unions he's been a member of for over thirty years, is responsible for a number of health sector employers for UNISON in London. Phil helped establish the London NHS Partnership, the longest standing regional partnership body in the NHS, more than fifteen years ago, and now acts as the trade union side co-chair on behalf of London health unions, which organisation Phil also helped found, and for whom he acts as lead.