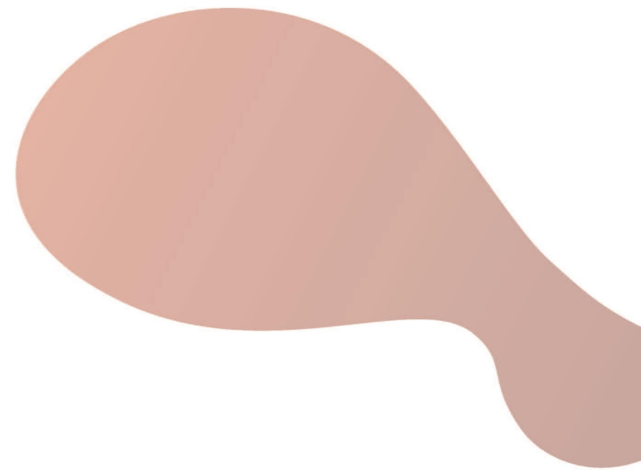


Turning the Forward View Into Action

Danny Mortimer, Chief Executive, NHS Employers
15th September 2016

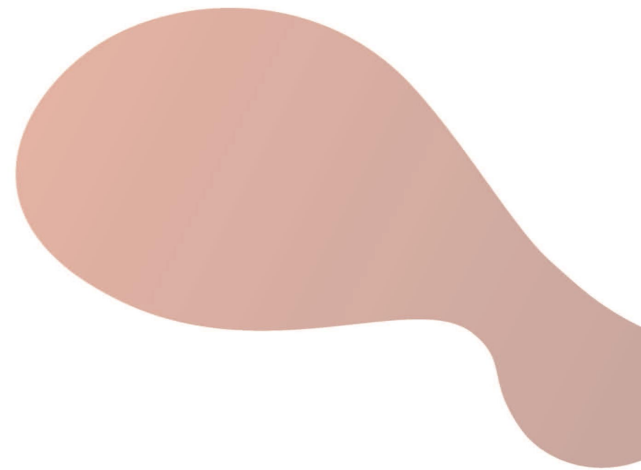
Agenda

- The forward view
 - 'Modernising the workforce'
- Healthy workplaces
- Challenges



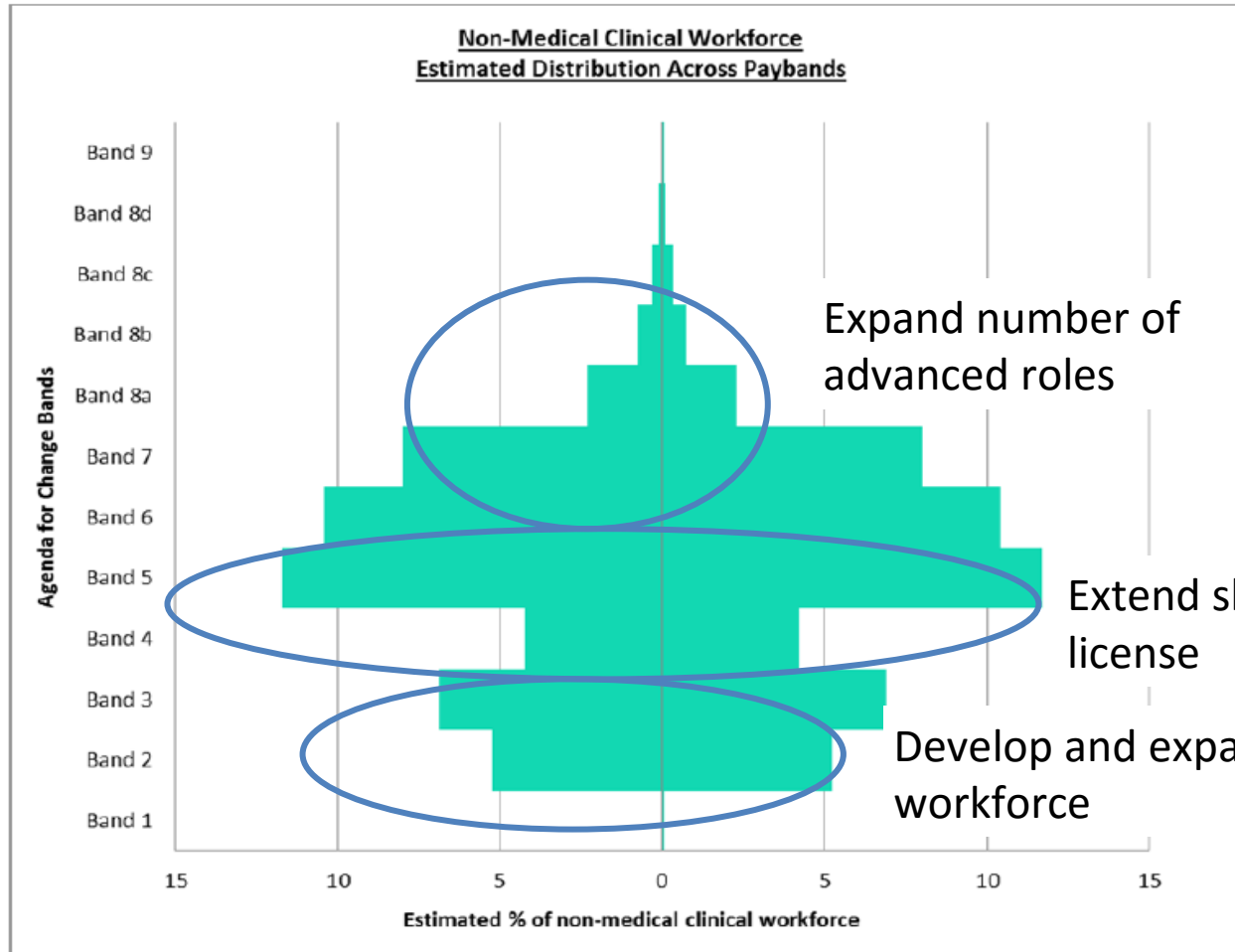
Forward View

- NHS Manifesto for Change and Investment
- Triple Challenge
 - Quality
 - Public Health
 - Finance
- Develop new models of care
- Supports ‘a modern workforce’
 - New ways of working
 - Healthy Workplaces



Modern Workforce extend

and develop skills



The opportunities from reshaping the workforce

- More patient focused care
- Improved health outcomes
- More rewarding roles
- Improved collaboration and support
- Improved recruitment and retention
- Part of a broader strategy to address workforce gaps
- Better use of resource

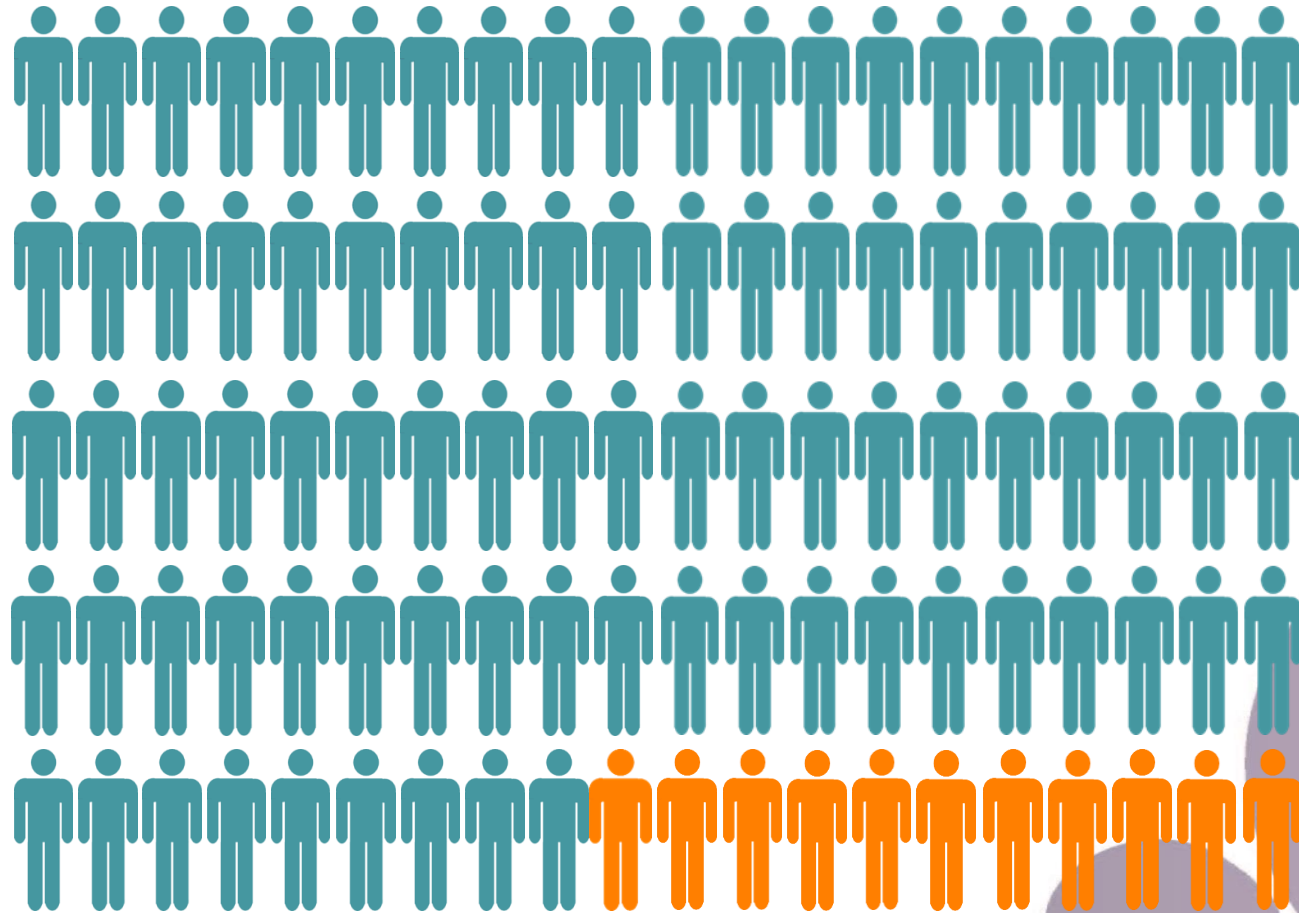


Healthy Workplaces

- The Forward View made a commitment ‘to ensure the NHS as an employer sets a national example in the support it offers its own staff to stay healthy’.
- Leading by example – a healthy workforce programme



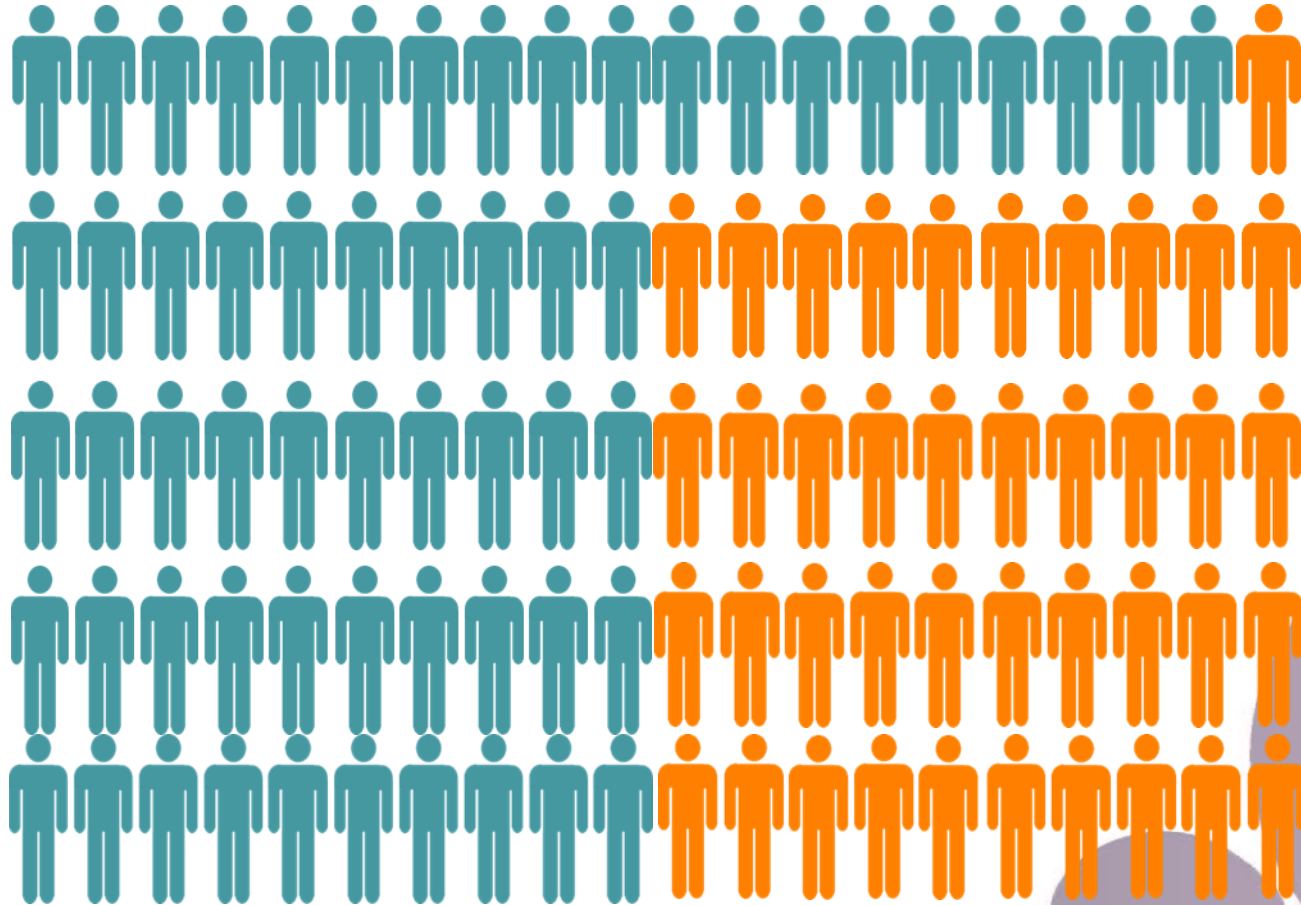
What does the data tell us?



89% of staff felt that the organisation takes action for their HWWB



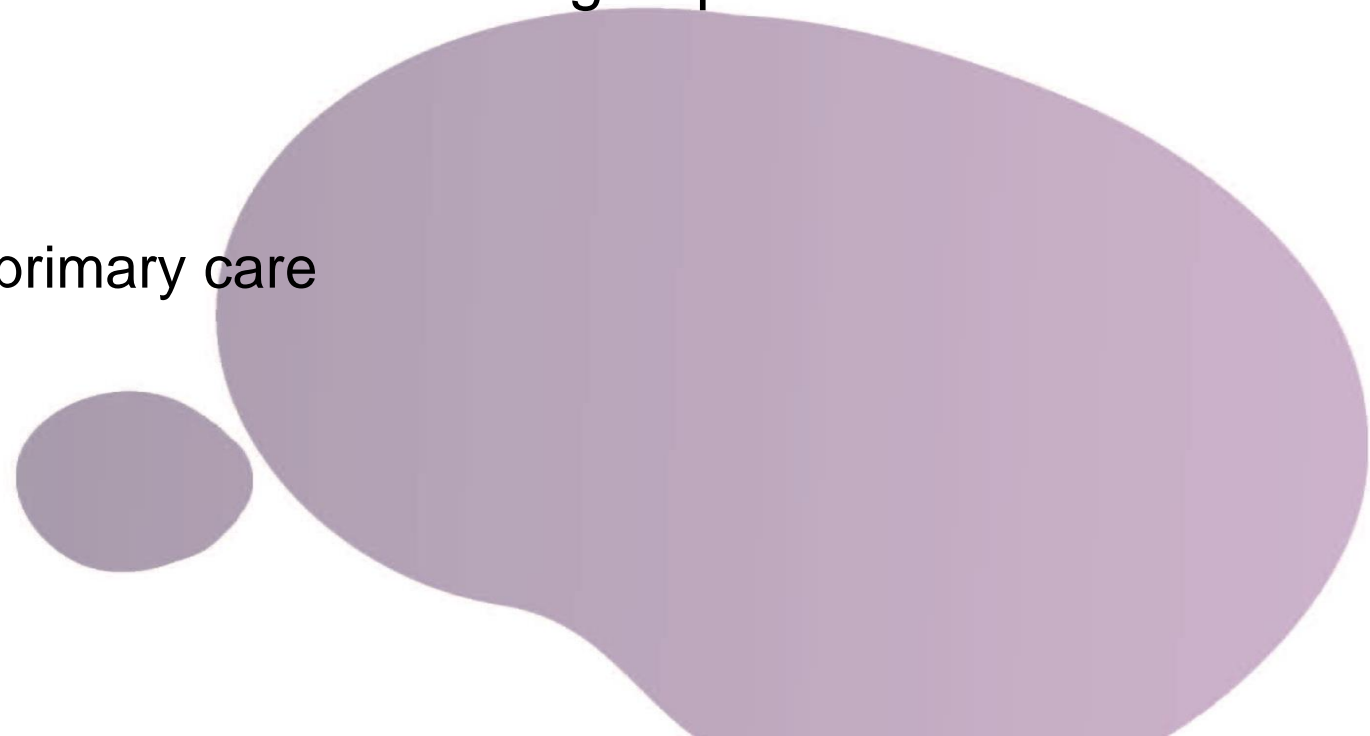
What does the data tell us?



59% of people would recommend the NHS as a good place to work

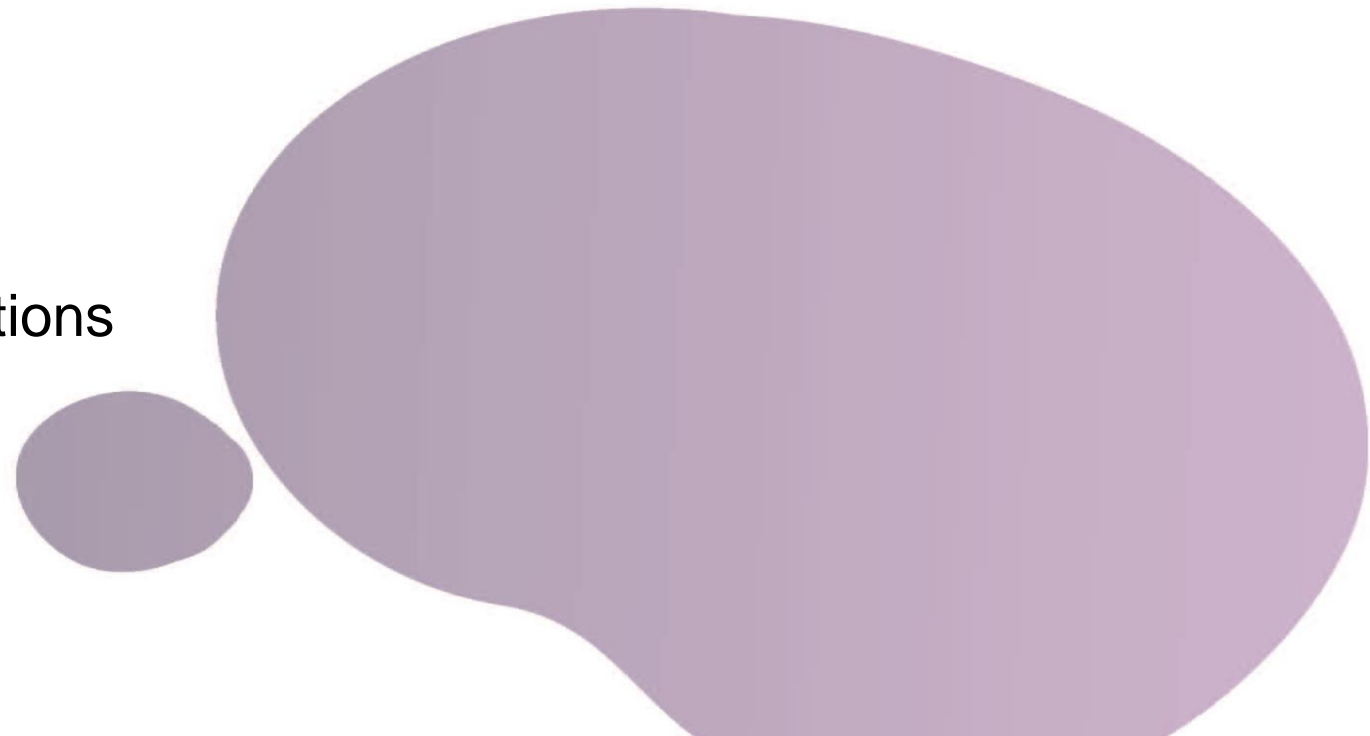
The healthy workplace: exemplars

- Private sector exemplars identified (Carol Black)
 - Evaluation
 - Narrative
- NHS Organisations identified across sectors from two groups
 - Strongest performers
 - Most improved
 - Subsequently: developments for primary care



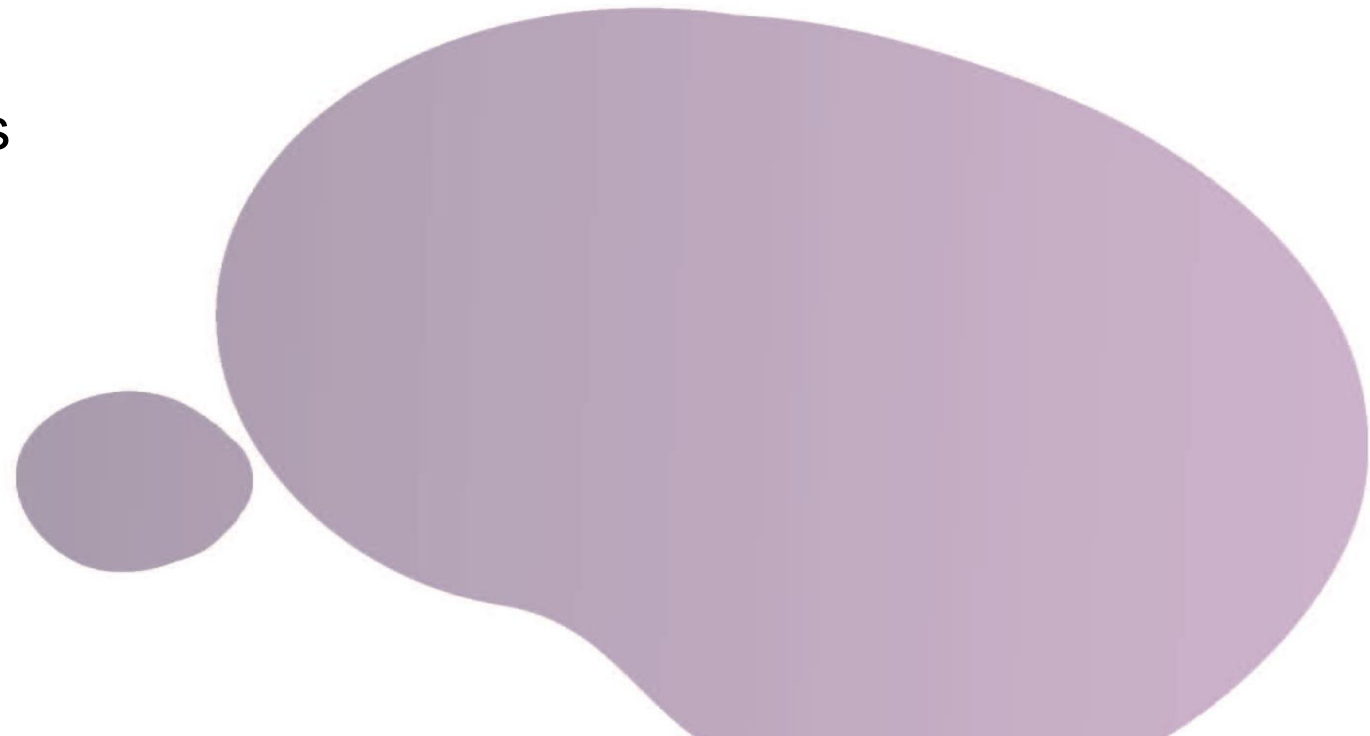
Programme of Work

- Access to health checks
- Sharing best practice and work programmes
- Evaluating Impact
 - Cambridge University
- Advising on policy developments
 - E.g. Access to Healthy Eating options

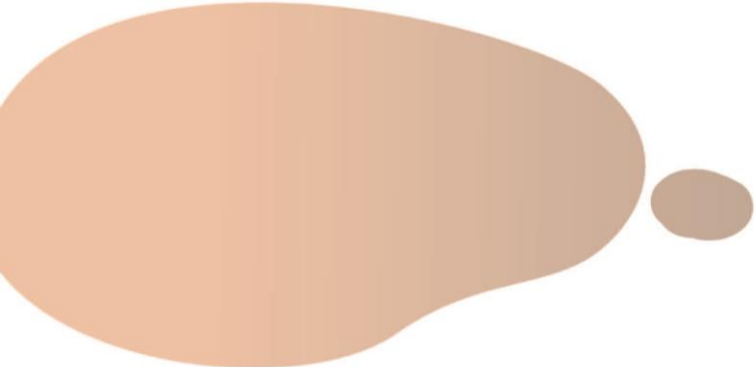
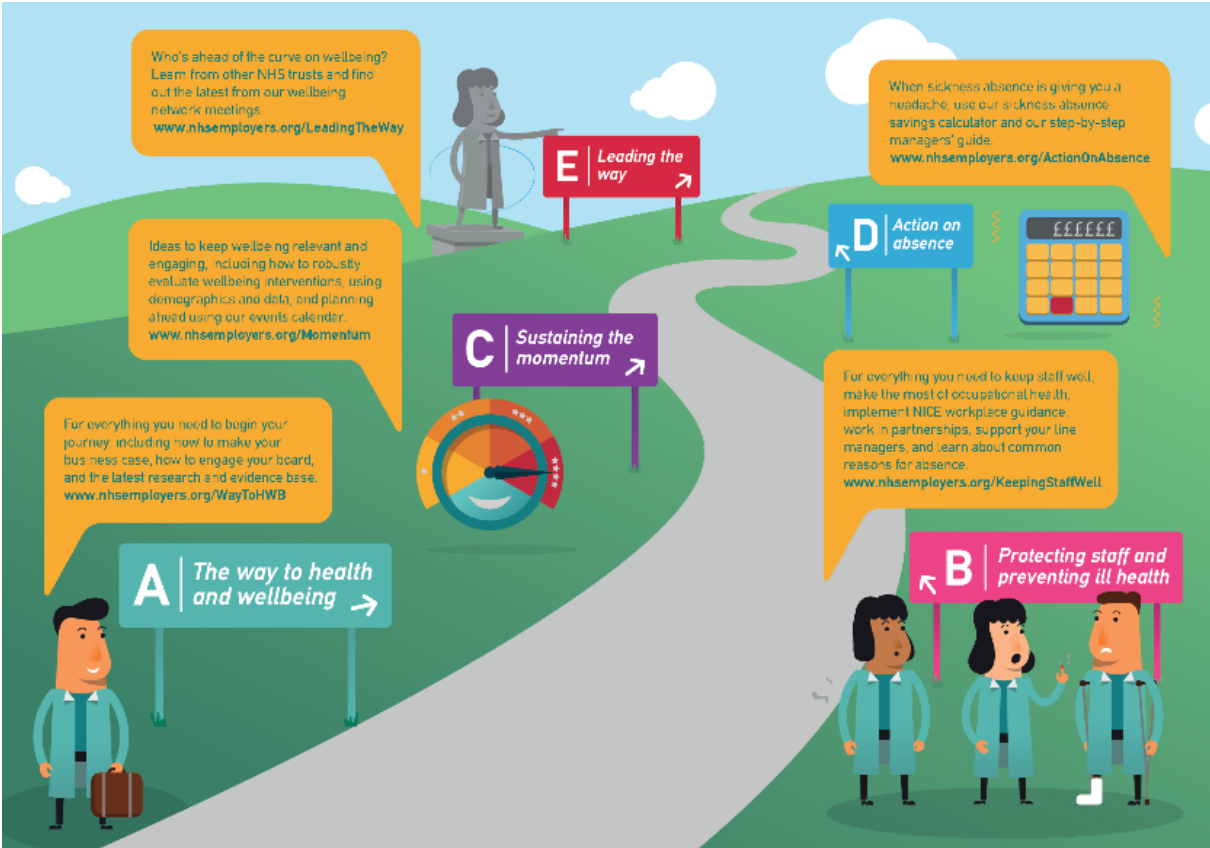


Challenges

- Context
 - Financial and Operational Challenges
 - Junior Doctor and Ambulance Disputes
 - Supply and Demand
- Variation in staff experience
 - Between and within organisations
 - Ethnicity
 - Bullying



What are NHS Employers doing?

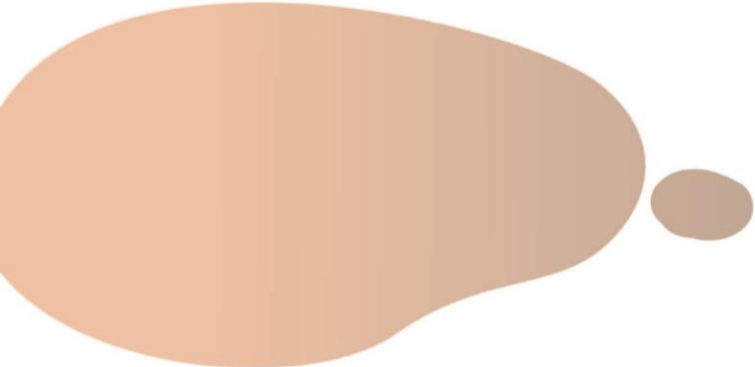


Guidance for managers



The screenshot shows the NHS Employers website. At the top, there is a navigation menu with links: WHEN STAFF CALL IN SICK, FREQUENT SICKNESS, LONG TERM SICKNESS, REASONS FOR ABSENCE, STAFF OFF SICK, RETURNING TO WORK, and PREVENTING ABSENCE. The main content area has a large orange background with the NHS Employers logo and the text: **EVERYTHING YOU NEED TO KNOW ABOUT SICKNESS ABSENCE**. Below this, it says "A simple guide for NHS managers".

The cover of the 'PEOPLE PERFORMANCE MANAGEMENT TOOLKIT' features a blue background with a blurred image of two people. The title 'PEOPLE PERFORMANCE MANAGEMENT TOOLKIT' is at the top. Below the title are eight icons representing different topics: PEOPLE PERFORMANCE MANAGEMENT, WHERE SHOULD I START, REVIEWING EMPLOYEE PERFORMANCE, MANAGING DIFFERENT TYPES OF PERFORMANCE, CONVERSATIONS ABOUT PERFORMANCE, SCENARIOS, and HELP IN A HURRY. The bottom left corner has the logo for 'The National Skills Academy SOCIAL CARE' and the bottom right corner has the NHS Employers logo.



A graphic with a teal background. At the top, there are three circular icons representing different emotions: a red angry face, a yellow happy face, and a blue sad face. Below the icons, the text 'How are you feeling today?' is written in white. To the right of the text is a dark purple circular button with the word 'Start' in white. The background also features several large, overlapping circles in red, purple, orange, and yellow.

Reshaping the workforce to deliver the care patients need

More at: www.nuffieldtrust.org.uk/skillmix

Thank you



- www.nhsemployers.org
- www.nhsemployers.org/how-are-you-feeling-nhs-toolkit
- NHS workforce bulletin
- NHS line managers bulletin
- @NHSEmployers
- @NHSE_Wellbeing

