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## NHS Workforce Bulletin

Issue 119 | 30 June 2008

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### 1. Next Stage Review – what it means for workforce

The Department of Health today published the final report of the NHS Next Stage Review, led by Professor Lord Ara Darzi, accompanied by *NHS Next Stage Review: A Quality Workforce* which covers workforce planning, tomorrow's clinician and education commissioning. NHS Employers believes that much of what is outlined in the report has already been signalled and will be welcomed by employers although there are concerns about the employer role in workforce planning and education commissioning. We will be seeking to ensure that the employers' voice is properly heard in developing and implementing the proposals. A summary and further information is available on our [Next Stage Review pages](#).



More

### 2. Framework for Equality Bill published

The government has published its draft Equality Bill which aims to simplify and strengthen the law. The new Bill covers the three existing equality duties and also includes gender reassignment, age, sexual orientation and religion or belief. A more comprehensive paper will be published in July that will include the government's response to its 2007 consultation on its proposal to introduce the Single Equality Bill. We will continue to provide updates on our [equality and diversity pages](#). For further information email [paul.deemer@nhsemployers.org](mailto:paul.deemer@nhsemployers.org).

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### 3. Pay award for very senior managers

The Department of Health has written to trusts about pay for very senior managers. For staff covered by the Very Senior Managers' (VSM) pay framework, basic pay will increase by 2.2 per cent from 1 April 2008. The bonus pot will remain at 5 per cent of the VSM pay bill. Increases in basic pay for executive staff not covered by the VSM pay framework should be no more than 2.2 per cent and remuneration for chairs and non-executive directors will rise by 2.2 per cent from 1 April 2008. For more information see our [pay and contracts pages](#).

More

### 4. NHS celebrates 60 years

Trusts around the country are celebrating 60 years of the NHS this week, with the anniversary falling on Saturday 5 July. More than 230 trusts are using NHS Employers' materials to celebrate their staff and say what makes them proud. This week we will be

launching a dedicated website for you to share photos and stories of your celebrations. We are also planning to feature the completed postcards in a grand finale in December so please be sure to return them to us. For details of where to send postcards and more information on the new website visit our [campaign pages](#).

[More](#)

## 5. Engage, involve, improve: making NHS staff engagement a reality

Taking place in London on 15 July, this free NHS Employers national event will give delegates an understanding of how staff engagement underpins the Next Stage Review and world class commissioning agendas and supports the drive for change in the NHS. Hear from expert speakers from the Institute of Employment Studies the Healthcare Commission, the Department of Health, Mori, Aston University and GlaxoSmithKline. Interactive workshop sessions cover NHS values, partnership working, the NHS staff survey and communications. There are only a limited number of places left for this popular event, so book your place now to avoid disappointment. Book now and find out more on our [events web pages](#).

[More](#)

## 6. New points-based system for immigration applications

Tier 1 of the Home Office's new points-based system for assessing immigration applications for the UK opens globally today, Monday 30 June 2008. Tier 1 replaces the Highly Skilled Migrant Programme (HSMP). Any applications submitted under HSMP on or after 30 June 2008 will be returned to the applicant and considered invalid. Anyone currently in the United Kingdom under the HSMP who wishes to extend their stay will need to apply under Tier 1 when their existing permission to stay ends. For more information on Tier 1 and the points-based system see our [international recruitment pages](#).

[More](#)

## 7. Planning the future for medical training – the employers' perspective

There is still time to reserve your place for these NHS Employers workshops, which are an opportunity to help shape the future for postgraduate medical training. These free half-day workshops will provide HR and medical directors and senior HR, medical staffing and operational managers with the chance to discuss employers' requirements for postgraduate medical training to meet future service needs. The workshops will include an update from the MMC team on plans already in place for 2009 and provide a forum to share your views and experience. The [workshops](#) will be on 8 July in Manchester, 24 July in Birmingham and 29 July in London.

[More](#)

## 8. Junior doctors monitoring round April 2008

Today is the deadline for junior doctor rota monitoring information to be sent to NHS Employers. If this is something you are responsible for providing and have not already done so, please send your monitoring data to [corrin.shepherd@nhsemployers.org](mailto:corrin.shepherd@nhsemployers.org) as soon as possible. The relevant documents, including the spreadsheet for the data to be returned on, are available on the [pay and contracts section](#) of our website.

[More](#)

## 9. NHS Employers policy board elections

NHS Employers is still seeking nominations for vacancies on its policy board. The senior allied health professional vacancy is also open to senior healthcare scientists and we have extended the nomination deadline for this vacancy to noon on Friday 4 July. All other vacancies close at noon on Friday 27 June 2008. For further details please contact [becky.tasker@nhsconfed.org](mailto:becky.tasker@nhsconfed.org) or visit our [policy board pages](#).

[More](#)

## 10. Updating the National Childcare Coordinators list

NHS Employers is updating the National Childcare Co-ordinators list and is asking HR departments to check the list and advise us of any changes. If you have not already done so, please check [the list](#) on our website and send any changes to [nigel.cromack@nhsemployers.org](mailto:nigel.cromack@nhsemployers.org) by Friday 11 July.

[More](#)

## 11. Leading workforce thinking

It's never been more important to ensure our people management is the very best it can be and as the NHS looks to the next decade, **Leading workforce thinking**, NHS Employers' annual conference and exhibition, provides an unrivalled opportunity to gain new perspectives, learn and be challenged. Taking place at the ICC in Birmingham from 4 to 6 November, the conference features speakers including NHS chief executive David Nicholson; Clare Chapman, director general of workforce, Department of Health; Sahar Hashemi, founder of Coffee Republic and leading business writer; and Gareth Malone, composer and presenter of the BBC series The Choir. To book your place visit [http://www.nhsemployers.org/toolkit/conference.cfm?utm\\_source=NHS\\_workforce\\_bulletin\\_119&utm\\_medium=Email&utm\\_term=30\\_Jun&utm\\_campaign=11\\_Leading\\_workforce\\_thinking](http://www.nhsemployers.org/toolkit/conference.cfm?utm_source=NHS_workforce_bulletin_119&utm_medium=Email&utm_term=30_Jun&utm_campaign=11_Leading_workforce_thinking)

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## 12. Linking the KSF to patient safety

Read about how Luton and Dunstable NHS Foundation Trust worked in partnership with the National Patient Safety Agency (NPSA) to link the Knowledge and Skills Framework (KSF) to competencies in patient safety. Through this work the trust produced a 'patient safety catalogue' which enables good practice to be shared throughout the organisation. For more details see the [knowledge base section](#) of our website.

➤ More

## 13. Benefits of a musculoskeletal triage service

Find out how Oxford Radcliffe NHS Trust built on its existing occupational health physiotherapy service and developed and trialed a face-to-face musculoskeletal triage service. This early intervention meant staff could be treated in the workplace and reduced sickness absence at the trust. The triage service has shown that a physiotherapist can work alongside the more traditional members of the occupational health team to provide a valuable service in relation to musculoskeletal disorders. For more details visit the [knowledge base section](#) of our website.

➤ More

## 14. National Learning Management System pilots

Preparation is underway to pilot the National Learning Management System, which will provide access to elearning for all NHS organisations through the Electronic Staff Record (ESR). Local test plans and pilot scopes have been completed and pilots will take place at selected sites throughout July and August. Pending success of the pilots, full access to national elearning content for all NHS organisations in England is planned from Autumn 2008. For more information and regular updates, visit the [ESR website](#).

➤ More

## 15. Steering group seeks employer representative

NHS Employers is looking for an employer representative to join the Occupational Health Clinical Effectiveness Unit steering group. The group includes representatives from key players in occupational health clinical effectiveness in the UK and provides advice to the Occupational Health Clinical Effectiveness Unit within the Royal College of Physicians. The group meets twice a year and travel expenses are reimbursed. Expressions of interest should be sent, along with a CV, to [Barbara.smiley@rcplondon.ac.uk](mailto:Barbara.smiley@rcplondon.ac.uk) by 21 July.

## 16. Making Part Time Work report

The Medical Women's Federation, funded by the Equalities Office, has published recommendations on part-time working in the medical profession with the aim of identifying and sharing best practice for women and part-time doctors. We will be working with the federation to showcase good practice identified in the report. For more details email [paul.deemer@nhsemployers.org](mailto:paul.deemer@nhsemployers.org).

## 17. Representing you

Last week, NHS Employers attended the National Social Partnership Forum, where Gill Bellord gave a presentation on representing and negotiating for employers at the Royal College of Nursing's Joint Representatives conference. Sian Thomas attended the Public Services Employment Forum at the Cabinet Office where discussions were held on current and emerging workforce issues. We

hosted a leadership seminar for London HR directors, where Anthony Hesketh of Lancaster University discussed the impact of outsourcing on organisational performance.

## 18. Events

### NHS Employers events

[Engage, involve, improve: making NHS staff engagement a reality](#)

15 July, London

[Planning the future for medical training: the employers' perspective](#)

8, 24 and 29 July: Manchester, Birmingham and London

[NHS Employers annual conference and exhibition 2008](#)

4-6 November, Birmingham

[Equality and diversity: a clean bill of health](#)

20 January 2009, London

### Other events

[Electronic Staff Record and Oracle Learning Management launch events](#)

Various dates and venues

[CAJE Site Administrator training](#)

Various dates and venues

[HCA Conference: A Picture of Health - Healthcare Assistants](#)

22 July, London

## 19. Further interest

### Conservatives green paper

The Conservative Party last week published its green paper, *Delivering some of the best health in Europe*. Read the NHS Confederation's response in the [media centre](#).

### 18 weeks data released

The latest data from the Department of Health on referral to treatment times is now available on the [DH statistics website](#).

### NHS National Workforce Projects publications

NHS National Workforce Projects has published a series of booklets focusing on New Deal and Working Time Directive issues for junior doctors, consultants, managers and clinical tutors. Download your copies from the [Healthcare Workforce website](#).

### Military and Civilian Health Partnership Awards

Nominations for the Military and Civilian Health Partnership Awards are now open to individuals or teams working in the Defence Medical Services, the National Health Service, or in private or voluntary sector organisations across the UK.

Nominations close on 5 July 2008. To find out more visit the [Ministry of Defence website](#).

This weekly bulletin from NHS Employers keeps you informed on workforce issues, events, publications and how to have your say on NHS workforce policy and practice. We welcome your feedback and queries at <mailto:nhsworkforcebulletin@nhsemployers.org>

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