



HSJ WORKFORCE VIRTUAL SERIES

Developing a sustainable workforce strategy to support and protect health and social care staff

February - June 2021



Webinar 1 – 24
February 2021

11am – 12am

Creating an effective mental health and wellbeing plan to fulfil the NHS's duty of care towards its staff

The pandemic has undoubtedly presented an exceptionally challenging period for healthcare staff and has raised new questions about how leaders can best support their teams during times of rapid change and uncertainty.

With major concerns around staff burnout, high levels of sickness, PPE, trauma, deaths and nosocomial infections at an all-time high, the need to prioritise the safety of staff, both mentally and physically, and deliver psychologically informed care is critical.

Many trusts have already taken significant steps to protect their workforce and have introduced innovative wellbeing strategies that can be sustained in the long-term.

Join this webinar to learn what further steps you can take to promote a culture of positive health and wellbeing in your organisation, share successful ideas with your peers and discuss how these can be developed.

Confirmed speakers:

Laura Smith, *Director of Workforce, OD & System Development, Leeds Community Healthcare NHS Trust and Leeds GP Confederation*

Diane Palmer, *Lead Nurse (Corporate Services) for Trauma Informed Care and Military Veterans Mental Health, Norfolk and Suffolk FT*

Nicole Williams, *Chartered Occupational Psychologist and Deputy Director of Organisational Development and Engagement, Wrightington, Wigan and Leigh NHS Foundation Trust*

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Webinar 2 – 24
March 2021

11.15am –
12.15pm

Ending the blame game: Driving cultural change in a crisis to empower staff

In a high-risk industry such as healthcare, small, accidental errors can usually have significant consequences - affecting the safety of both patients and staff. It's no secret that a blame culture is prevalent across the sector due to years of focusing on individual failings rather than underlying systemic and organisational faults.

As NHS workers continue to go above and beyond to protect patients throughout the covid-19 crisis, leaders need to take steps to build an environment that demands fairness, openness and honesty; where staff feel confident and comfortable to speak up when things go wrong so that similar errors can be prevented, rather than fearing undue recrimination or reprisal for speaking out.

How can leaders and managers invest personally and emotionally in the workplace culture to influence change and improve care during these extreme circumstances?

What can you do to ensure you are working in the same reality as that of your teams? Understand the value of having leadership at all levels to drive change from the ground-up and remove barriers between 'us and them.'

Join this webinar to find out what support mechanisms you can put in place to create an empowering environment for staff to meet the unique challenges presented by covid-19.

Confirmed speakers:

Matthew Asbrey, *Head of Culture
Homerton University Hospital NHS Foundation Trust*

Thea Stein, *Chief Executive, Leeds Community Healthcare
NHS Trust*

Dr Jenny Vaughn, *Vice-Chair and 'Learn Not Blame' Lead,
The Doctor's Association UK*

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Webinar 3 – 21
April 2021

4pm-5pm

Priorities for system reset: A response from the frontline

Despite covid-19 adding increased pressure and strain on the system, the continued response from the health and social care workforce has been remarkable, with staff going above and beyond to care for patients during this difficult time.

The pandemic has undoubtedly transformed our healthcare system; driving the need to work differently, re-structure organisations, whilst rightly placing the wellbeing of staff as a top priority. As covid-19 continues to present both challenges and innovation opportunities for the workforce, it is crucial for leaders to listen to the views of staff to ensure that their priorities align as the system resets.

Join us for an open and candid discussion between frontline staff and hear about their experiences throughout covid-19, key concerns and current challenges.

- Discuss what effective leadership should look like during times of uncertainty
- How to avoid a disconnect between senior leadership and the needs of frontline staff
- How you can best support staff priorities as the NHS moves into recovery

Confirmed speakers:

Dr Helgi Johannsson, Consultant – Anaesthesia, Imperial College Healthcare

Patricia McCready, Sister in Critical Care, Guy's and St Thomas' NHS FT

Minnie Klepacz BEM, Ophthalmology Matron /BAME Network Lead



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Webinar 4 – 26
May 2021

11.00am –
12.00am

Not just another tick-box: Delivering on equality and inclusion

Recent anti-racism protests around the world have cast a harsh spotlight on the NHS and the way its Black, Asian and Minority Ethnic staff are treated.

Healthcare leaders have been urged to confront the unjust realities experienced by BAME staff and patients, which has been further exacerbated against the backdrop of covid-19, by which they have been disproportionately affected.

The bid to combat racial discrimination across the service will require long-term commitment from both leaders and their teams, including the allyship from white colleagues.

As workforce leaders begin to take significant steps towards dismantling longstanding inequalities with clear vision and accountability, we'll be sharing practical strategies and steps you can take to shift the rhetoric into meaningful action. Join us for this webinar to hear from expert speakers to:

- Using reverse mentoring to facilitate difficult conversations around race and to develop cultural humility and remove assumptions. Learn how you can make this part of routine practice to truly listen to, support and protect BAME employees
- Recognise systemic racism as a governance issue and find out what leaders are doing to tackle it
- Take away evidenced-based interventions and best practice examples to advance the right behaviours in your organisation, reduce workforce inequalities and enhance both staff and patient care

Confirmed speakers:

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	<p>Stacy Johnson MBE, Associate Professor at The University of Nottingham</p> <p>Nami Sajja, Senior Organisational Development Practitioner & Ruth Colville, Snr. Project Manager, Hull University Teaching Hospitals NHS Trust</p> <p>Professor Anton Emmanuel, Interim Senior Clinical Lead, NHS Workforce Race Equality Standard</p>
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