

NHS England Regional Update

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Regional Director of Finance – NHS England

East of England

27 Feb 2024

The background features a light blue gradient with several geometric shapes: a dark grey rounded rectangle at the top, a teal rounded rectangle at the bottom left, and a light blue rounded rectangle on the right side.

THANK YOU!

Familiar problems; new solutions.....

Familiar problems.....

Workforce has grown significantly and productivity hasn't kept pace

Ensuring critical tasks are delivered

The need to respond to new and complex issues as they arise

External factors adding pressure

A general election fast approaching

For many doing this whilst many going through organisational change. We need to ensure the NHS continues to be a great place to work and we are developing talent

Performance has dipped and needs to improve – waiting lists are too long

Competing priorities - financial, performance and workforce challenges

What's next?

new solutions

Continuing to reduce temporary workforce while reviewing skill mix

Sharing best practice and innovation

Continuing to build resilience in our finance community

Valuing and building networks

A general election fast approaching

Designing and delivering high quality and inclusive training and development opportunities

Learning from others both inside and outside of the NHS

Understanding and implementing digital opportunities



EAST OF ENGLAND ONF ACADEMY

February 2024



East of England Finance '23

1440
people

571 Value makers

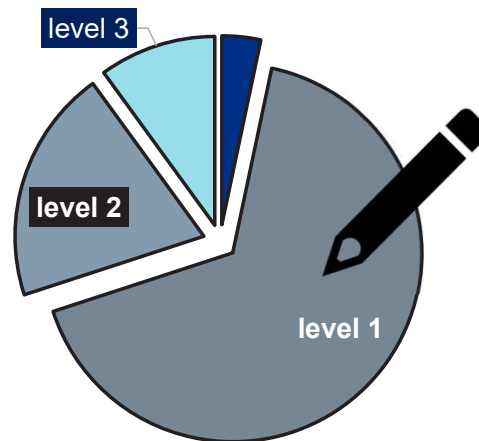
91 Finance Clinical
Educators

50 Inclusion &
Diversity
Ambassadors

49 Health &
Wellbeing
Champions



30 Organisations
Accreditation:



- Free Coaching and Mentoring
- Apprenticeship Scheme
- HFMA Qualifications
- Access Accountancy Work Experience placements
- Increased numbers on sponsorship programme and national development programmes
- Continued partnership working between ONF, SDN and HFMA in our region

FINANCE ACADEMY - 2024 PLANS



Areas of focus for 2024

- **Finance Recruitment** is an increasing challenge in the EoE as elsewhere.
We are working with the National Finance Academy on a national strategy during 2024
- We are increasing our work to **promote finance careers**, supporting our teams in this important work.
- Peer reviewed innovations published by the **Innovation Forum** increased in 2023 but we can do more.
We will continue to promote good practice in all areas of finance across the EoE.
- We will be rolling out the **Insights Placement Programme**, with 5 x 18 month placements for school leavers from non-traditional backgrounds starting in September 2024.
- We will support the **NHS Environmental Sustainability** aims through a new finance working group
- As an early adopter of the Inclusive **Talent Management strategy**, the East of England will be running a full talent management cycle during 2024.

EAST OF ENGLAND ONE NHS FINANCE ACADEMY AIMS 2024



To develop all of our people and be proud to nurture talent

To promote finance in the public sector by making NHS finance an employer of choice

To adopt and share the latest innovations and technology, aiming to be at the leading edge

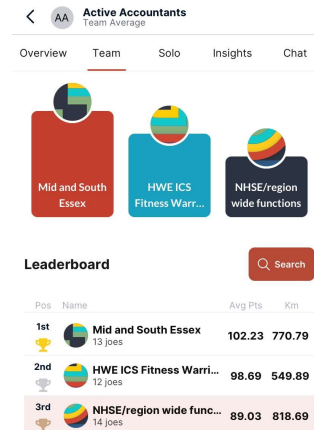
To assist our finance teams in relation to the understanding, identification of, and training opportunities to support the NHS environmental sustainability aims ****NEW ****

To improve equality, diversity and inclusion in all areas of recruitment, retention and career development

To increase networking, sharing and collaboration opportunities to support effective systems

To support our organisations and line managers in looking after the wellbeing of staff by promoting best practice and helping develop great places to work

CELEBRATING SUCCESS!





East of England RAINBOW Network

EVERYONE IS WELCOME

NHS England
West Hertfordshire
Hospitals
NHS Trust

Join us for our webinar on Wednesday 28th September 2022,
14:00-15:00

Guest Speakers:
Martin Ware, Co- Chair of the Jewish Network
Natalie Murray, Executive Member of the Jewish Staff

Please register your interest here:
[Registration for Cultural Diversity Matters \(CDM\) \(office.com\)](#)

**Cultural Diversity
Matters (CDM)**
hosted and Chaired by:
Nicola Richards

PROUD TO BE PART OF THE
WOMEN IN LEADERSHIP
FOR FINANCE NETWORK (WILfF)

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TO JOIN



THANK YOU
and questions