

# BECOMING ONE NHS FINANCE

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## WHAT IS **ONE NHS FINANCE**?

- A nationwide conversation open to everyone working in the NHS finance community
- An opportunity to share current challenges and input into the future
- Commissioned by the NHS Finance Leadership
   Council (FLC)
- 3,200 individuals took part
- Shared almost 30,000 contributions



# THREE KEY THEMES EMERGED

- 1. Developing our community through Future-Focused Finance
- 2. Developing our people through a National Finance Academy
- 3. Developing our systems and processes through a Finance Innovation Forum

## YOUR NHS FINANCE VISION

"We are a diverse, highly skilled, and respected workforce with strong leadership, working together to support the delivery of world class health and care. We are innovators and problem solvers, collaborating across systems to provide the best value for patients. We strive to improve our function and develop our people, making our NHS the employer of choice for a career in finance."

**TOGETHER WE ARE ONE NHS FINANCE** 



# **FUTURE-FOCUSED FINANCE**

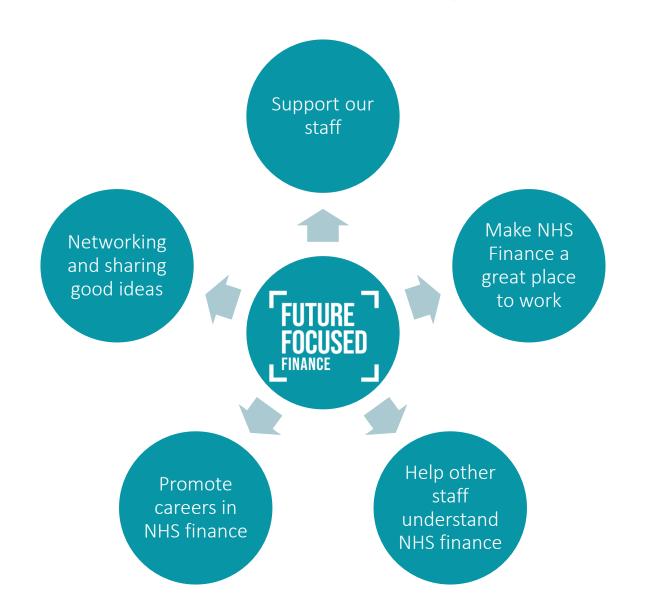
ENABLES ENGAGEMENT, SHARING BEST PRACTICE, FACILITATING NETWORKING & ENSURING THAT NHS FINANCE IS A GREAT PLACE TO WORK

# KEY ONF FEEDBACK & ACTIONS

- You said you wanted more support for hybrid working
- So we're producing guidance, resources and a programme of events to help guide you in new ways of working; & recruiting more Health and Wellbeing Champions to offer further support.
- You said you wanted to continue to make NHS finance a great place to work
- So we're introducing the 'Say Thank You' campaign.
- You said it is of high priority to continue teaching clinicians and non-finance staff our ways of working
- So we're expanding our offering of the Finance 4 Clinicians & managers events and programme.
- You said you wanted to promote NHS Finance careers to attract new and diverse talent
- So we're setting up virtual careers fairs to reach a wider audience and promote the benefits that come from a career in the NHS.



# FFF KEY PROGRAMME THEMES







# NATIONAL FINANCE ACADEMY

A 'ONE-STOP-SHOP' FOR ALL FINANCE STAFF TRAINING & DEVELOPMENT NEEDS

### KEY ONF FEEDBACK & ACTIONS

- You said you wanted development available at all grades
- So we're developing a suite of national development programmes for all Bands and roles.
- You said you wanted more opportunities for secondments and movement around systems.
- So we're developing routes to make this more accessible, including guidance, case studies and resources to support these processes.
- You said you wanted NHS Finance to be more inclusive, supportive and welcoming for staff, regardless of their background
- So we're continuing to push the EDI agenda forward, including developing a series of 'positive action' programmes including further roll out of the Sponsorship Programme and Breaking Diversity Barriers development programmes.
- You said you wanted senior leaders to take a greater role in supporting their teams fairly and consistently
- So we're developing further programmes and resources to aid managers and leaders in supporting staff through valuable and improved appraisal & PDP processes.



#### NATIONAL FINANCE ACADEMY SUITE OF DEVELOPMENT OFFERING AT ALL GRADES

	Development Programmes (networking as part of each programme)			Leadershop Development			'Positive Action' Programmes			Networks
	Career Shapers Bands 2-4	Career Developers Bands 5&6	Career Progressors Bands 7-8b	<b>Going Beyond</b> Bands 8c +	<b>Talent Pool</b> Deputies	FD/CFO New in post (first year)	Sponsorship Programme All Bands up to deputy FD Staff with protected characeristics	Breaking Diversity Barriers development programme 2 x cohorts (Band 5-6) &	'This is me' workshops All Bands Staff with protected characeristics	Finance Leaders Band 8b +
ouration	2 x full day workshops (within 2 months)	2 x full day workshops (within 2 months)	3 x full day workshops (within 3 months)	5 x full day workshops (within 8 months)	2 years (1 cohort per year)	On-going	2 years Includes regular meetings with Sponsor	3 x full day workshops (within 4 months)	Full and half-day workshops	On-going
Topics ncluded	- Career stories - Understanding the business - Planning for progression - Growing your network - Sponsorship	- Starting leadership - Knowing the business - Difficult conversations - Building your networks and how to use them - Understanding barriers - Presentation techniques - Sponsorship	1 0 0	-Career stories -System leadership -Working with clinicians -Influencing, negotiating and networking -Managing teams through change -Structured Sponsorship -Action learning sets -Personal development plans	- Action learning sets - Understanding Board recruitment -CV writing -Interviewing -Presentation skills -Coaching sessions -Networking	As per Finance Leaders network	-Regular meetings with Sponsor -Networking with local and national Sponsees -Opportunity to present at meetings and events -Regular workshops & on-going development opportunities -Job swaps, shadowing & secondment opportunities	-Building confidence & resilience — being your authentic self - Recognising barriers to diversity and inclusion and how to overcome these - Gaining the confidence to challenge discrimination and perceived inequalities in the workplace - Upskilling to work within inherently biased environments - Learning how to present your unique selling point and using that to aid in career progression	- 'Open-house' discussions - Presentation and interview skills - Owning your authentic self - Getting the most out of your Sponsorship relationship	- Action learning sets - CFO new in post development - Finance Director networks -Regional and national masterclasses
How to apply	Via application	Via application & nomination from line manager	Via application & nomination from line- manager	Via application & nomination from FD	Application and interview, nomination from FD	Application to Finance Leaders network	Via email application	Via application & nomination from FD	Online booking First-come-first-served	Via application
Cost	Free	Free	Free	Free	Free	Free	Free	Free	Free	Free

# NFA KEY PROGRAMME THEMES







# THE FINANCE INNOVATION FORUM

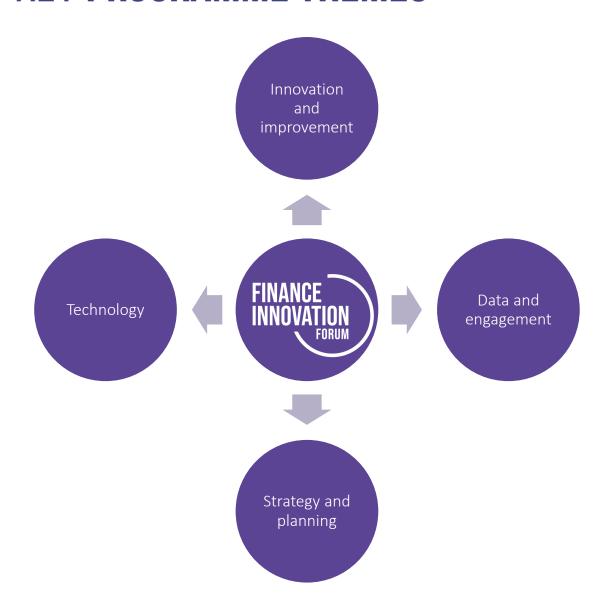
WILL IDENTIFY AND DEVELOP INNOVATIVE WAYS OF WORKING AND NEW AREAS OF IMPROVEMENT FOR NHS PROCESSES AND SYSTEMS.

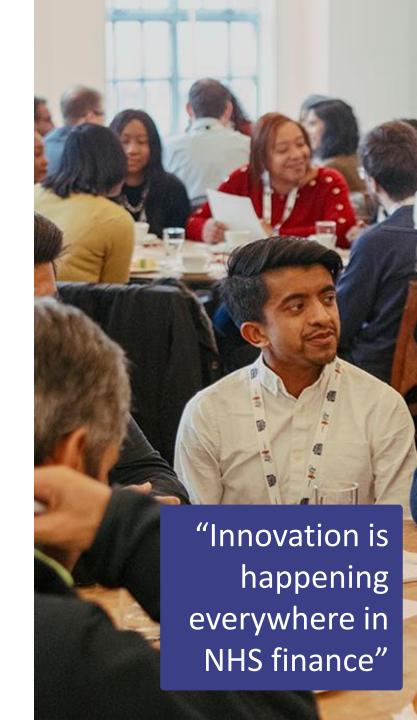
### KEY ONF **FEEDBACK & ACTIONS**

- You said you wanted to use technologies to automate processes
- So we're providing automation training and establishing an automation working group.
- You said you wanted to see benchmarking and utilising in-house talent for solutions.
- So we're developing a clear and accessible process for staff to submit & receive peer review and 'certification' for innovations that offer viable and robust solutions to known problems.
- You said you wanted to learn from other sectors & leaders in innovation to identity our own areas for improvement.
- So we're developing an 'Art of the possible' interactive resource to demystify emerging technologies and share examples of how they can be used in healthcare finance.



## FIF KEY **PROGRAMME THEMES**





# Launching September 2021

#### **Becoming One NHS Finance**

23 September 2021, morning streaming online

- Julian Kelly, Chief Financial officer, NHS England and NHS Improvement
- Hardev Virdee, Group Chief Financial Officer, Barts Health NHS Trust (chair of NFA)
- Jenny Ehrhardt, Group Chief Financial Officer, Manchester University NHS FT (chair of FIF)
- Simon Worthington, Finance Director, Leeds Teaching Hospitals NHS Trust (chair of FFF)

#### Value Maker Annual Conference

23 September 2021, afternoon streaming online

- Chaired by Suzanne Robinson, Executive Director of Finance & IM&T, Greater Manchester Mental Health NHS FT (SRO for Value Makers)
- Case studies and examples of One NHS Finance initiatives
- Best practice market stalls showcase sessions
- Motivational speaker



## REGIONAL REPRESENTATIVES

- Finance Leadership Council Ivor Duffy, Chief Finance Officer, Kent and Medway CCG
- National Finance Academy Lei Wei, Chief Finance Officer, Surrey and Borders Partnership NHS Foundation Trust
- Future-Focused Finance Sheila Stenson, Executive Director of Finance, Kent and Medway NHS & Social Care Partnership Trust
- Finance Innovation Forum Karen Geoghegan, Chief Financial Officer, Western Sussex Hospitals NHS Foundation Trust and Brighton and Sussex University Hospitals NHS Trust



### Regional Finance Academy Development Update

- The regional Finance Academy for South East to be up and running by April 2022, covering the existing SC and SE patches.
- Focus on delivering the national Finance Academy's agenda at the local level according to the local context.
- Integrate with the existing SDN Boards and work closely with HFMA branches
- Take Equality, Diversity & Inclusion as a high priority, with the regional EDI programme launch planned in November 2021



### Inclusion and Diversity Ambassador Network

#### The Ambassador's Role

Ambassadors will support work being delivered to reduce the disparities across NHS finance in terms of the diversity of staff – in particular during recruitment – and improve processes being used that may need updating or changing completely.

- Understanding the practices within your team
- Where possible and appropriate, collecting information and sharing your insights within Network meetings
- A fantastic opportunity for personal development and making a positive change

#### The South East Network

Working closely with national and regional Finance Academy, a new network supporting equality, diversity & inclusion in NHS Finance.

- Regional Network meets quarterly, with the first meeting coming on 30<sup>th</sup> September.
- An Ambassador from each organisation by the end of 21/22

