



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



“I really value how we are becoming a community that works together and learns from each other”



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.

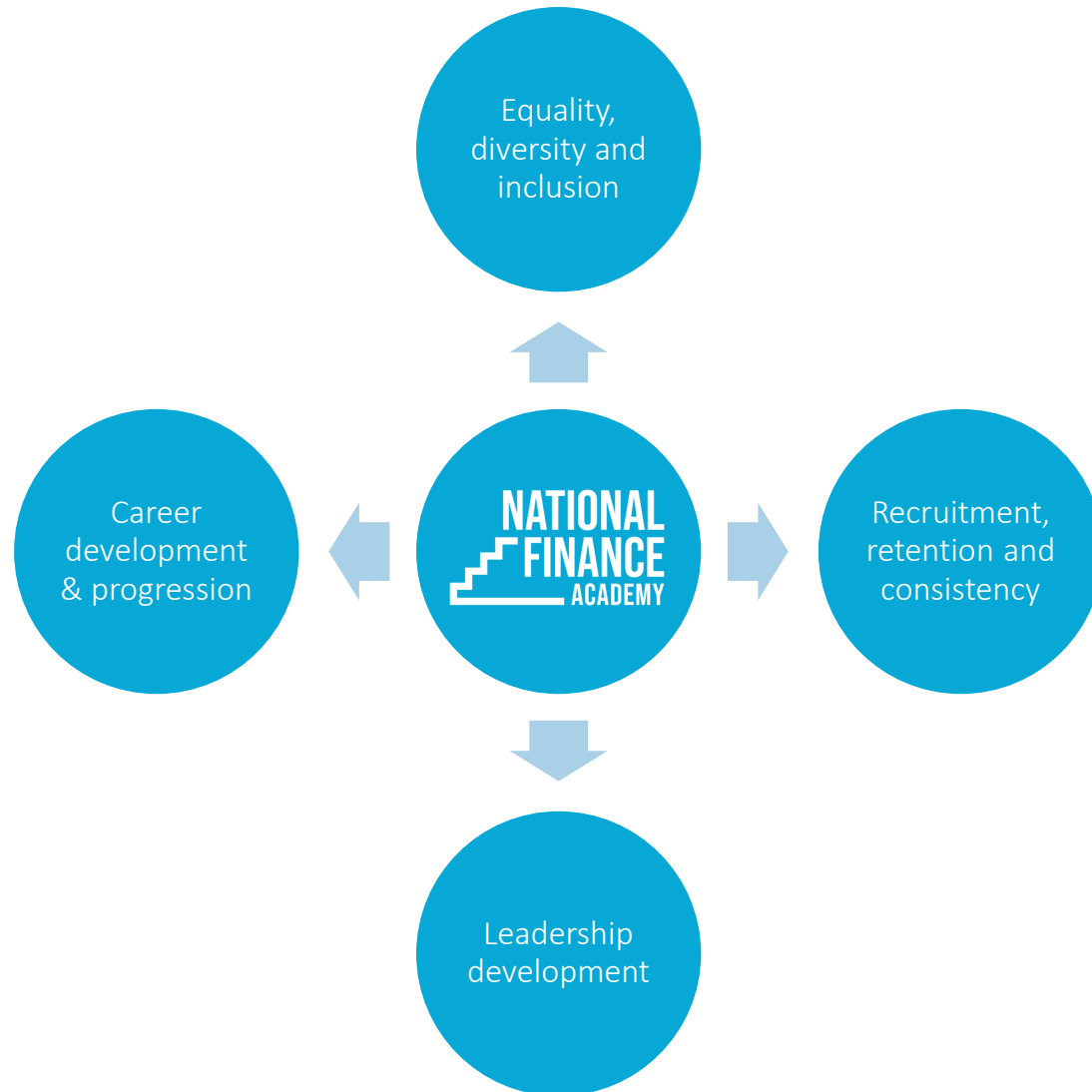
- *You said* you wanted more opportunities for **secondments and movement around systems**.
- *So we're* developing **routes to make this more accessible**, including guidance, case studies and resources to support these processes.

- *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.



NFA KEY PROGRAMME THEMES





THE FINANCE INNOVATION FORUM

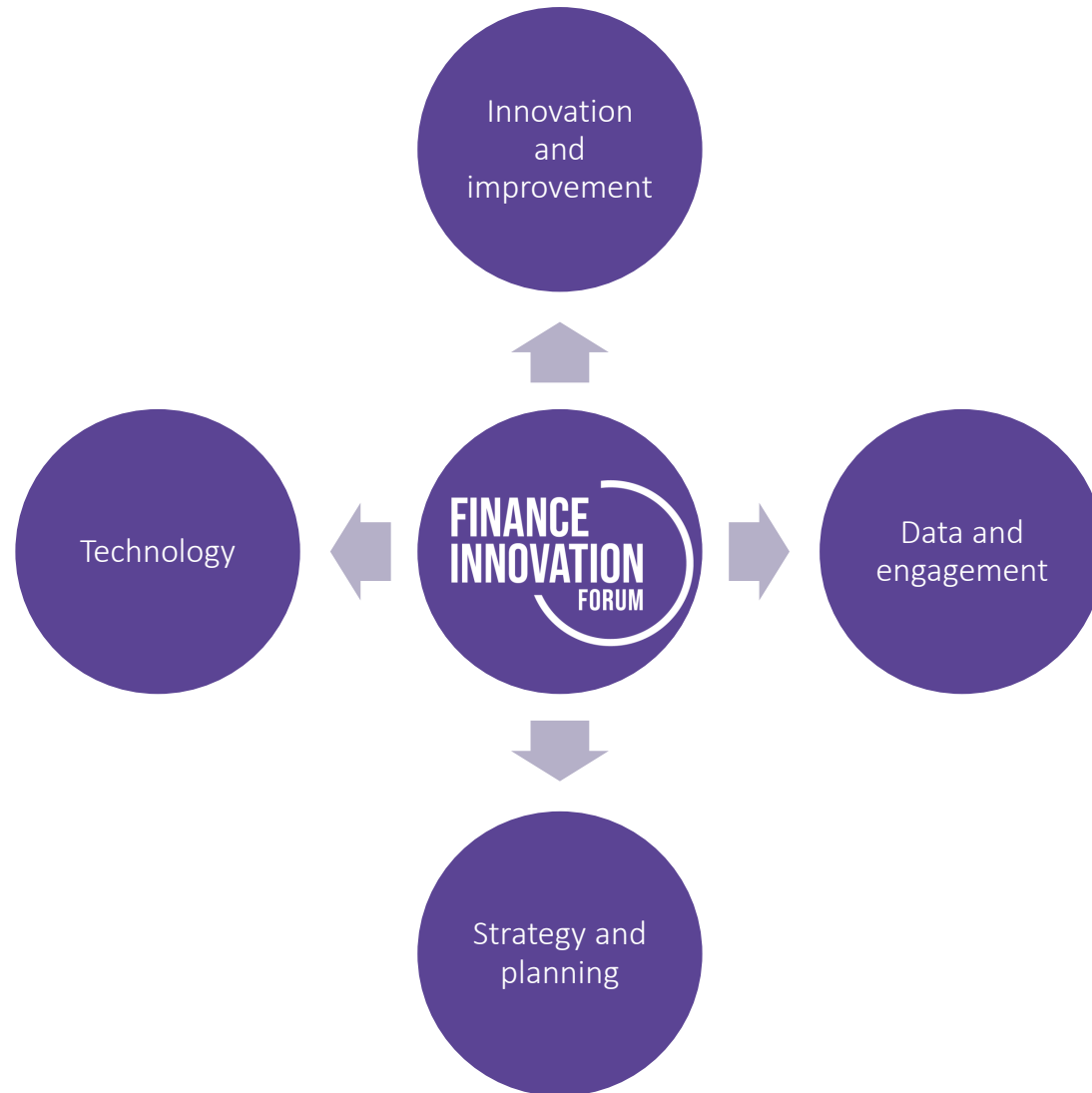
WILL IDENTIFY AND DEVELOP INNOVATIVE WAYS OF WORKING AND NEW AREAS OF IMPROVEMENT FOR NHS PROCESSES AND SYSTEMS.

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 identify 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



“Innovation is happening everywhere in NHS finance”

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 30th September.
- An Ambassador from each organisation by the end of 21/22

