



ECLiHP Conference 2016 - Our Care, Our Staff, Our Future

The annual conference got off with a great social start with approximately 50 delegates enjoying dinner together the night before.

Welcome to the 2016 ECLiHP conference

Judith Park, ECLiHP Chair, opened the day welcoming many of our HR colleagues, who joined us for the first time, and set out the workforce challenges which all hospices leaders are facing. She made the case for hospices being strengthened by closer collaboration and sharing of emerging intelligence and innovation especially around developing our workforce capability and capacity.

Nurse education and workforce development: Horizon scanning

We were delighted that Ruth Auton from HEE could join us to outline the current position on the Nursing Associate role. Ruth managed to secure a place for a hospice member at each of the five consultation events across England which is excellent. These places will be offered to members of the [National Hospice Education Collaborative](#) who represent a wide section of the hospice community looking at vocational career development. You can also book on individually though places are going quick.

How Workforce Planning can transform your delivery of care

Emma Hodges, Chief Executive at St Giles Hospice, presentation was very stimulating and made a strong case in **why workforce planning matters**. For many she demystified exactly what it is and is not. Together with Matt Corbishley, Director of HR and workforce development Ashgate Hospice, she facilitated a session about how to apply the principles to practice. Both Emma and Matt will upload their respective workforce planning tool kits onto [Hospice IQ](#) shortly.

'Growing your own' the value of a vocational training scheme in the hospice sector

There was a simultaneous break out session facilitated by Sally Garbett looking at how **hospice can engage and receive funding for delivering apprenticeship training**. Hospices are ideally placed to take full advantage of this increasingly important workforce provision. Sally will chair two events, in September and October, giving more about vocational training and the Apprenticeship levy.

For more information and to book your place visit [St Christopher's website](#).

Multidisciplinary team meetings...breaking the mould

Over the past few years Judith Park and St Luke's, Sheffield, MDT has experimented with their clinical outcomes data in how to use it to best effect. In her session Judith shared, very candidly, the inefficiencies in the historic MDT meetings and how restructuring the weekly MDT meeting, incorporating clinical outcomes to the discussion, has revolutionised the way they review patient care and management which has improved efficiency.

Attraction and retention - what works?

This session was ably facilitated by Gillian Dickson, Workforce Development Manager, Together for Short Lives and Tracy Livingstone, Director of Nursing and Patient Services, Nightingale House Hospice. Although a short session, feedback gained before the conference as well as feedback on the day, has been collated and will be uploaded as a resource on Hospice IQ workforce development forum in early September.

Tracy asked the room to finish the sentence; “Wouldn’t it be good if ...” some of the replies included:

- ‘we had a bigger pool of staff’,
- ‘there was collaboration and sharing of staff between hospices’
- ‘no organisational borders ’

HR session

The programme offered a full day as we used the lunch break for HR delegates to meet over lunch to explore the options of how they might communicate and collaborate as a network. Jaci Curtis Donnelly and Matt Corbishley who facilitated the session will liaise with Hospice UK to consider what suggestions will be taken forward and how Hospice UK can assist.

‘To succeed everyone matters’

The final speaker of the day was the world renowned Margaret Heffernan. Margaret spoke convincingly about how in a **resilient ‘organisation** what matters is what matters between people, where social capital is valued and all team members are valued for their contribution. She cautioned about placing too much trust in bureaucracy to assure you that the ‘right’ thing is being done and how too much ‘hierarchy leaches accountability’.

Margaret finished her talk by thanking the audience for the wonderful and important work they are leading in hospice care. The delegates found her to be a hugely inspirational speaker and we were honoured to have her present to us which she did pro bono. Thank you, Margaret.

A different view

To provide a different view of the day we invited Mary Duggan, a Graphic artist, who captured the key messages of the day magnificently.

Your challenge

In closing the conference Judith set everyone a challenge to show support for each other by uploading just ONE document /resource which would be of interest to colleagues to [Hospice IQ](#). You will need a login to access Hospice IQ. To register please use the following link <https://supporter.hospiceuk.org/public/register/default.aspx>

The conference was generously sponsored by ProStrakan and we were delighted to have Paresch Patel join us for the day and present at the conference.

