

**North Regional Talent Board Paper for NHS Organisations
May 2019****PURPOSE**

This briefing note is designed to appraise the Boards and Governing Bodies of NHS organisations in the North of the work on the North Region Talent Board.

BACKGROUND

Talent Management and development is a key part of the NHS Long Term Plan and the new Interim People Plan which is currently being developed. **Aspire Together** took its lead from **Developing People: Improving Care**, the agreed framework for developing **improvement** and **leadership** capability in the NHS. This set out five conditions for success. One of these is to equip leaders to develop high quality health and care systems in partnership, collaborating with partners across boundaries to achieve system goals. Another is to ensure compassionate, inclusive and effective leaders at all levels. The conditions outlined in Developing People Improving Care are further supported by the Interim People Plan for the NHS which also talks about Making the NHS the best place to work, Improving the Leadership Culture, Tackling the Nursing Challenge and Delivering 21st Century Care.

The North Regional Talent Board aims to bring all of these conditions to life and has been developing **Aspire Together's** programme of work in collaboration with key organisation's across the North.

VISION FOR TALENT MANAGEMENT IN THE NORTH

Our vision is that **all health and care staff, employed in the North of England, can operate to their full potential for the benefit of health and care services.**

The **ambition** for the Northern Regional Talent Board is to enable a high quality, sustainable approach to identify, develop, support and deploy leaders, at all levels, to produce a compassionate, inclusive leadership culture with patients and local communities at its heart.

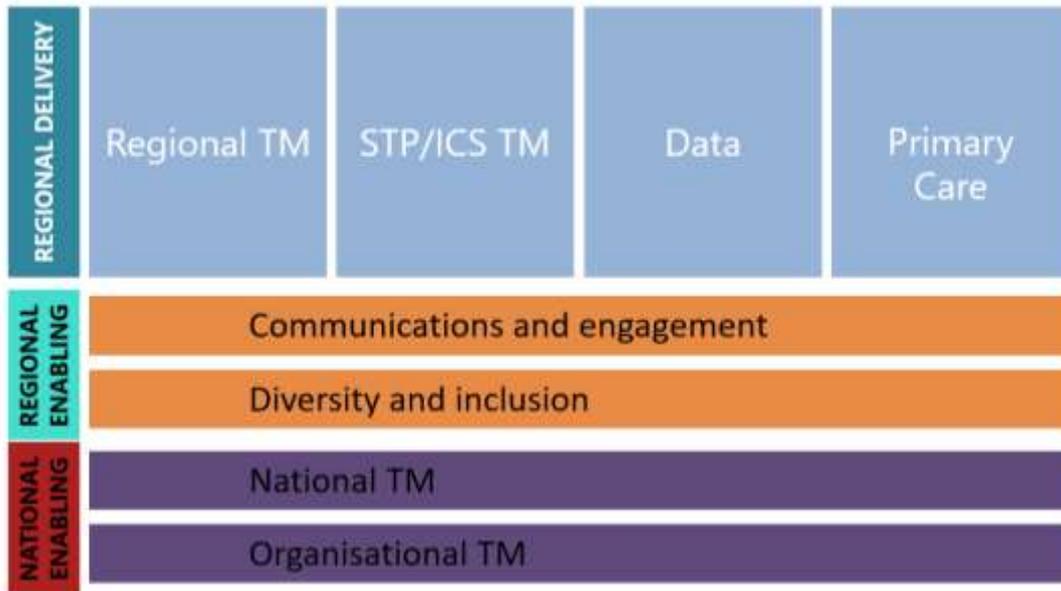
This will be achieved through **embedding good practice, inclusive cultures and talent management** interventions in all organisations.

Talent management will be **owned and valued by the whole system** and coordinated by the Regional Talent Board. Organisations will embrace a collaborative approach, share real-time data on vacancies and demand and support regional talent pipelines.

There are 10 objectives for the Regional Talent Board which are included in the strategy document available here: <https://www.leadershipacademy.nhs.uk/aspiretogether/>

THE BOARD'S GOVERNANCE AND WORKSTREAMS

The North Regional Board first met formally in June 2018 and is the second Regional Talent Board to be established across the country. The Board has a number of key workstreams as shown below.



Workstream	Focus
Regional Talent Management	<ul style="list-style-type: none"> Establishment regional talent pools comprising aspirant and current Executive Directors Programme management coordination with interdependent workstreams Collaboration and interdependency with NHS IMAS and the North Executive Talent (NET) Scheme
STP/ICS Level Talent Management	<ul style="list-style-type: none"> STP/ICS level research, planning and scoping Specific focus on scoping social care and broader care sector potential Development of plans and recommendations on developing whole integrated health and care system approaches
Data	<ul style="list-style-type: none"> Board and Governing Body level vacancy data collection informing talent pool supply and demand Future Board or equivalent level data collection in new systems of care
Primary Care	<ul style="list-style-type: none"> Engaging the primary care system with TM agenda Lead discovery work for all RTBs on primary care
Communication and Engagement	<ul style="list-style-type: none"> Enabling workstream to communicate and engage the region with the NRTB programme of work Stakeholder management, system mapping and positioning of the NRTB programme of work
Diversity and Inclusion	<ul style="list-style-type: none"> Development of NRTB and NRTB WG D&I capability Development of D&I strategy and metrics Establishment of positive D&I action
National Talent Management	<ul style="list-style-type: none"> Creation of National Talent Board and CEO/AO talent approach Collaboration across regional RTBs and deployment beyond regional boundaries National strategy and policy High Potential Scheme – Lancashire and South Cumbria pilot STP
Organisational Talent Management	<ul style="list-style-type: none"> Promote the newly developed organisational TM resources Link to organisational level support that is developed through the national single programme of work to develop good TM practice supported by your Local Leadership

The Board is chaired by Angela Schofield, Chair at Harrogate & District NHS Foundation Trust. The Board is supported by a Working Group chaired by Deborah Davies, Managing Director for the North-West Leadership Academy and a HR Directors Reference Group chaired by Kevin Moynes, Joint Strategic Director of HR and Organisational Development, East Lancashire Hospital Trust and Blackpool Foundation Trust. The RTB has a PID in place which pulls together the workplans for each of the workstreams with key milestones. This is presented to the Board on a regular basis and is supported by a Communication and Engagement Strategy as well as an Inclusion Strategy which is currently being developed.

A copy of these documents as well as the governance structure are available on request.

TIMELINE

Below are the key milestones for the next few months. This is by no means the only work being forward by the RTB but further detail will be added as the work develops. We are continually looking at how we keep key stakeholders up to date with the work being undertaken which may include regular updates at key meetings, social media updates and newsletters.



NEXT STEPS

The North Regional Talent Board held its launch event on 5th June 2019 to launch the **Aspire Together's** programme of work which is targeted at NHS organisations in the North. Baroness Dido Harding spoke at the event on the importance of Talent Management, we used the opportunity to share with organisations, examples of good talent management practices for others to learn from and giving opportunity for stakeholders to engage with each of the workstreams.

The nominations for the first talent pools will start in June 19. Further details about the nomination process are available on the website but every candidate whether self-nominated or by their organisation will require organisation sign off.

The assessment centres will start in October 2019 and we will be looking for support from key individuals in the North to come forward to support these in terms of lead and technical assessors. Further details about this role, the training required and full details about the assessment centres will also follow in due course.

Further information on the work of the North Regional Talent Board can be found here:

<https://www.leadershipacademy.nhs.uk/aspiretogether/>

RECOMMENDATIONS

The Board is asked to:

1. note the contents of this briefing;
2. publicise the Regional Talent Board within their organisations to aspirant staff and existing directors; and
3. look to support the Assessment Centre process when further details are circulated by nominating relevant individuals and providing assessors.