

North West Skills Development Network

# Annual Report 2022/2023



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# Welcome

I am delighted to once again be introducing the North West Skills Development Network Annual Report. It has been a privilege to chair the North West Skills Development Board during 2022/23 and to witness first hand not only the hard work of the NW Skills Development Network team, but also the enthusiastic way in which everyone across the NW engages in the opportunities that are provided.



I wish to place on record my thanks to Stephen Bloor, Chief Information Officer at Blackpool Teaching Hospitals NHS FT, who stepped down as Chair of the Excellence in Informatics Assurance Group during the year. I am sure that Pam Green, Associate Director for Clinical Informatics & Chief Nursing Information Officer at Wrightington, Wigan & Leigh Teaching Hospitals NHS FT, who has kindly taken over the role of Chair, will continue to build upon the firm foundations that Stephen has put in place.

All the other Chairs and members of our steering groups, working groups and forums continue to give up a significant amount of their discretionary time in helping to guide the Network and to ensure that it is delivering what its members want. I am conscious that we are all busier than ever at the moment and I am extremely grateful that so many of you work so hard to maintain our Network.

I make no apology for continuing to ask the Network to focus on the diversity agenda in its activities. I know that there is a significant degree of commitment from colleagues to this work; however, while we have many excellent initiatives in place, we have not yet seen the dial begin to move in terms of representation of minority ethnic colleagues in senior positions in our workforce. There is also much more that we can do to improve the ways in which we work with our colleagues with disabilities and those who identify as LGBTQ+. Finally, while we can be proud that women are well-represented in senior positions in our organisations, we need to continue to work to ensure that the percentage of women in those positions, reflects the percentage of women across the whole NW workforce. This is not just a 'box ticking' exercise: there is clear evidence that diverse teams improve performance across the full range of metrics.

Finally, I wish to reiterate the point I made this time last year: our Network is only ever as strong as its individual members. It gives me great pride to be heading up a group of people who work hard for each other, for their organisations and for the NHS as a whole. Thank you for that commitment.

## **Nikhil Khashu**

Chair – North West Skills Development Board

2022/23 was another successful year for the Network. The numbers of events that we ran, the details of the successful applications for accreditation through one of our schemes, and the impact of our apprenticeship programmes, are provided elsewhere in the report. While those numbers are important to us, and we should never lose sight of them, what is more impressive is what underlies them: the commitment to our work from both the SDN team and you, our users. I am very proud of everything that the team does and am delighted that it continues to be useful to you as you seek to deliver the best services that you can for our patients.



During the year we noted an increased appetite for face-to-face events in addition to the virtual events that we have become used to over the last few years. We will continue to explore options for the events that we run and will ensure that they best meet your needs. Our conferences continue to be very popular, and I must make specific mention of the way in which the SDN team seamlessly moved the Connect conference from September to March at very short notice following the death of Her Majesty Queen Elizabeth II. Such things do not happen without a huge amount of work going on behind the scenes and it is testament to the team's efforts that hardly anyone was inconvenienced by the change.

Nikhil has made clear his determination to continue to focus on equality, diversity and inclusion in everything that the Network does: we will ensure that that focus is rigorously maintained as we develop our services. We have already taken steps to ensure that the wording around the diversity data that we collect for our Focus events is appropriate and reflects users' preferences; we will continue to ensure that we act in a way that allows everyone in the Network to be able to be true to themselves whilst working with us.

Thank you once again for your support during 2022/23. We look forward to continuing to work with you over the coming months and years.

## **David Ellcock**

Director – North West Skills Development Network

## About Us

The North West Skills Development Network (NWSDN) is an innovative learning and development Network offering development opportunities from Apprentice through to Director level. The Network provides an infrastructure for Finance, Informatics, Procurement and associated staff to improve leadership and professional development skills, raise standards and share best practice through economy wide learning.

### Our Mission

To offer an innovative and inclusive infrastructure to effectively support the continuous development of our member organisations across the North West, thus providing a sustainable and diverse workforce to support the continued delivery of high quality patient care.

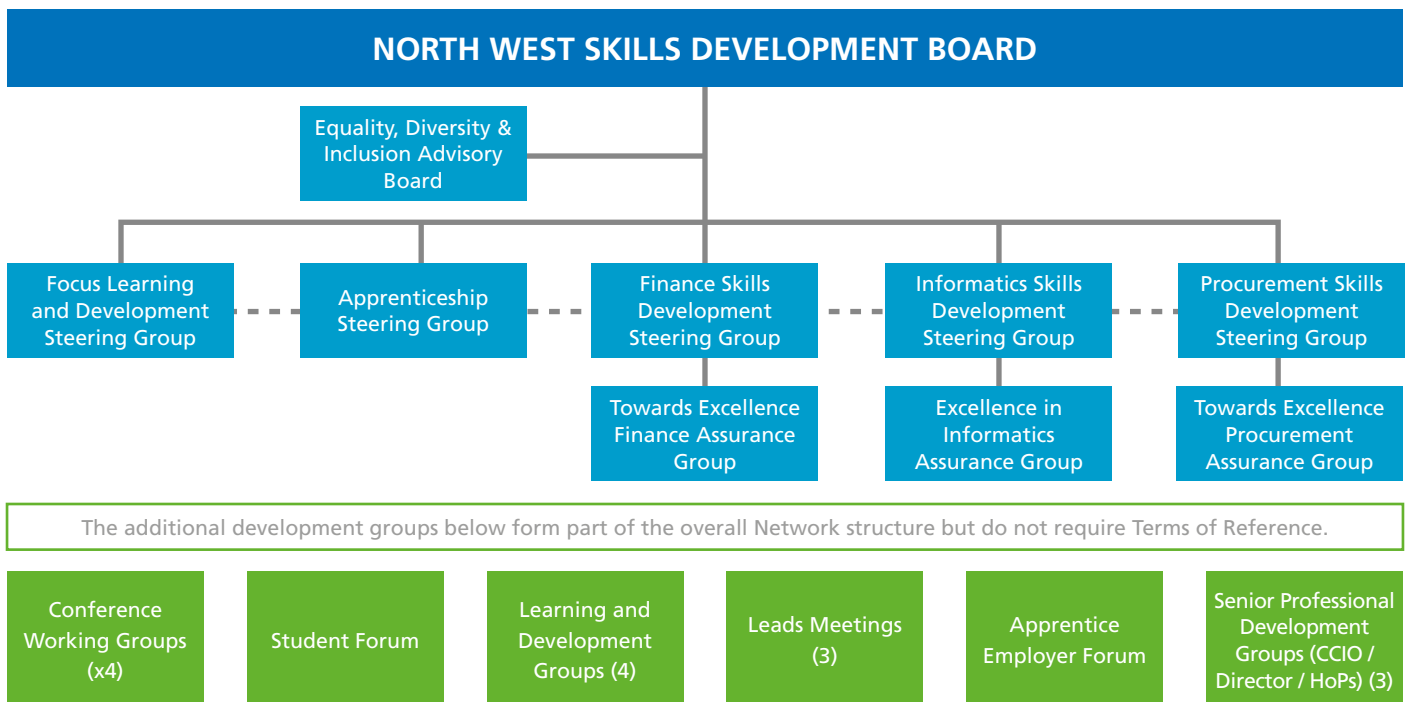
The NWSDN is proactive in identifying and providing learning and development opportunities to meet organisational needs, encouraging and facilitating the sharing of best practice and learning through Network events. These events are highly regarded and also demonstrate best value for organisations through shared learning.

### Our Vision

To be the chosen provider of inclusive and bespoke learning and development opportunities in the Health & Social Care sector in the North West.



# Governance Structure



## Meet the Chairs



**North West Skills Development Board**  
Nikhil Khashu,  
North West Regional  
Director of Finance  
NHS England



**Focus Learning & Development Steering Group**  
John Graham,  
Chief Finance Officer /  
Deputy Chief Executive  
Stockport NHS  
Foundation Trust



**Finance Skills Development Steering Group**  
Rob Forster,  
Chief Finance Officer /  
Deputy Chief Executive  
Liverpool University Hospitals  
NHS Foundation Trust



**Informatics Skills Development Steering Group**  
Dave Smith,  
Assistant Director for IT,  
Systems and Information (CIO)  
Bridgewater Community  
Healthcare NHS Foundation  
Trust



**Procurement Skills Development Steering Group**  
Sharon Robson,  
Director of Procurement  
Lancashire Procurement  
Cluster



**Towards Excellence Finance Assurance Group**  
Jackie Murray,  
Corporate Director of  
Operational Finance –  
Financial Management  
NHS Greater Manchester  
Integrated Care



**Excellence in Informatics Assurance Group**  
Pam Green,  
Associate Director for  
Clinical Informatics & Chief  
Nursing Information Officer  
Wrightington, Wigan &  
Leigh Teaching Hospitals  
NHS Foundation Trust



**Towards Excellence Procurement Assurance Group**  
Currently vacant



**Equality, Diversity & Inclusion Advisory Board**  
Shahida Mohammed,  
Deputy Director of Finance  
Liverpool University Hospitals  
NHS Foundation Trust



**Apprenticeship Steering Group**  
Rose Garrod,  
Chief Financial Accountant  
Countess of Chester Hospital  
NHS Foundation Trust

# Network Objectives



## 1. Equality, Diversity & Inclusion

Make measurable progress towards a diverse workforce across our organisations, through appropriate equality, diversity & inclusion initiatives.



## 2. Organisational Development

Support our organisations to develop their staff to improve the quality of their services, through training, sharing good practice and collaboration across the Network.



## 3. Raising the Professional Profile

Increase the percentage of qualified staff in our teams by promoting the value of gaining a qualification from, and being a member of, a relevant professional organisation.



## 4. Financial Sustainability

Explore opportunities to expand the Network's reach, both within existing member organisations and by seeking new members, while maintaining a sound financial base and offering excellent value for money.



## 5. System Working, Innovation and Collaboration

Support our staff to work effectively across system and organisational boundaries.




## 6. Workforce Skills Development

Develop our workforce to meet organisational needs through appropriate programmes and initiatives.

There are appropriate measures underpinning each of these objectives, which are kept under regular review by the NW Skills Development Board.

# NW Skills Development Network Products & Services



## Learning & Development

- Coaching & Mentoring
- On-line & Learning Portal
- Bespoke Events Programme
- Free Microsoft Training
- Website & Resources
- Development Days
- Student Forum
- Shadow a Senior Leader



## Workforce Development

- Apprenticeship Recruitment
- Bespoke Apprenticeship Programmes
- Study & Pastoral Support
- Undergraduate Placements
- Annual Workforce Profile
- Workforce Benchmarking Reports
- Graduates into Health Programmes
- Informatics Skills Framework for Healthcare Analysts



## Peer Review Accreditation

- One NHS Finance Towards Excellence
- Excellence in Informatics
- NHS Procurement & Commercial Standards
- Promoting Personal & Professional Development
- Peer Review Assessments
- Celebration of Success
- Sharing Best Practice



## Networking & Sharing Best Practice

- Informatics, Finance Directors, Student & Payroll Conferences
- Sharing Best Practice Events
- Quarterly Leads Meetings
- Special Interest Groups
- Apprenticeship Development Days
- Celebrating Success
- Regional Value Maker Networks & Events
- Annual Awards



## Professionalism & Leadership Development

- Management & Leadership Development Programmes
- Masterclasses
- Links to Professional Bodies
- Sponsorship Programme
- Skills Frameworks
- Personal Portfolio Development
- University Links
- Director Development

Finance, Informatics, Procurement & Student Leads

Mentoring, Coaching & Action Learning Sets

# Skills Development Network in Numbers

## Focus Learning & Development Programme



**2,372**

Delegates accessing a Focus event

**£95**

Average spend per delegate

**119**



Events

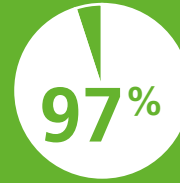
**£106**

Average Focus event cost

**5**



Conferences



of delegates considered events good value for money

Approx **£35k** saved on venue hire by running events virtually

Delegate attendances:

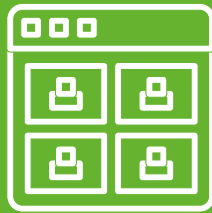
**5** conferences

**461** attendees (including 23 colleagues from outside the NW)

## Media Engagement

**10,275**

Website Registrations



**4,152** Total event registration

% of Delegates recommending our events

Very likely	Somewhat likely	Neutral	Somewhat unlikely	Very unlikely
<b>67%</b>	<b>24%</b>	<b>6%</b>	<b>2%</b>	<b>1%</b>

## Website Statistics

\*\* figures relate to the national usage

**528,000** visits

Most visited pages

- \* Event bookings
- \* People Skills
- \* Online Learning
- \* My account
- \* Vacancies



**1433**

Followers

**15%**

increase in followers

## Added Value



**457**

on line learning registrations

Delegate attendances

**1,310**

**42**

Network events

## Free Events

<b>3</b>	Senior Informatics Leaders meetings	<b>119</b>
<b>6</b>	Leads meetings	<b>226</b>
<b>3</b>	Senior Procurement Leaders meetings	<b>83</b>
<b>5</b>	SDN	<b>174</b>
<b>17</b>	Special Interest Groups	<b>629</b>
<b>3</b>	Value Maker	<b>88</b>
<b>5</b>	Apprentice	<b>74</b>

## Green Stats

Estimated savings from running events virtually:

**£35K** of travel expenses

**1,997** hours of travel time

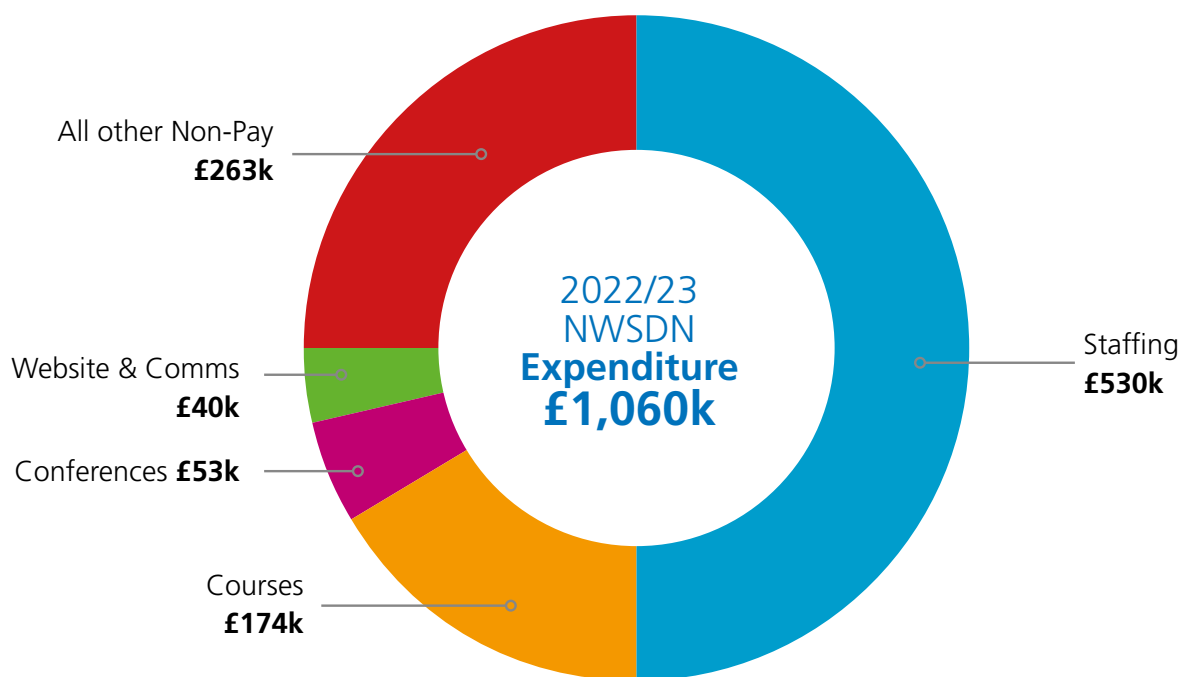
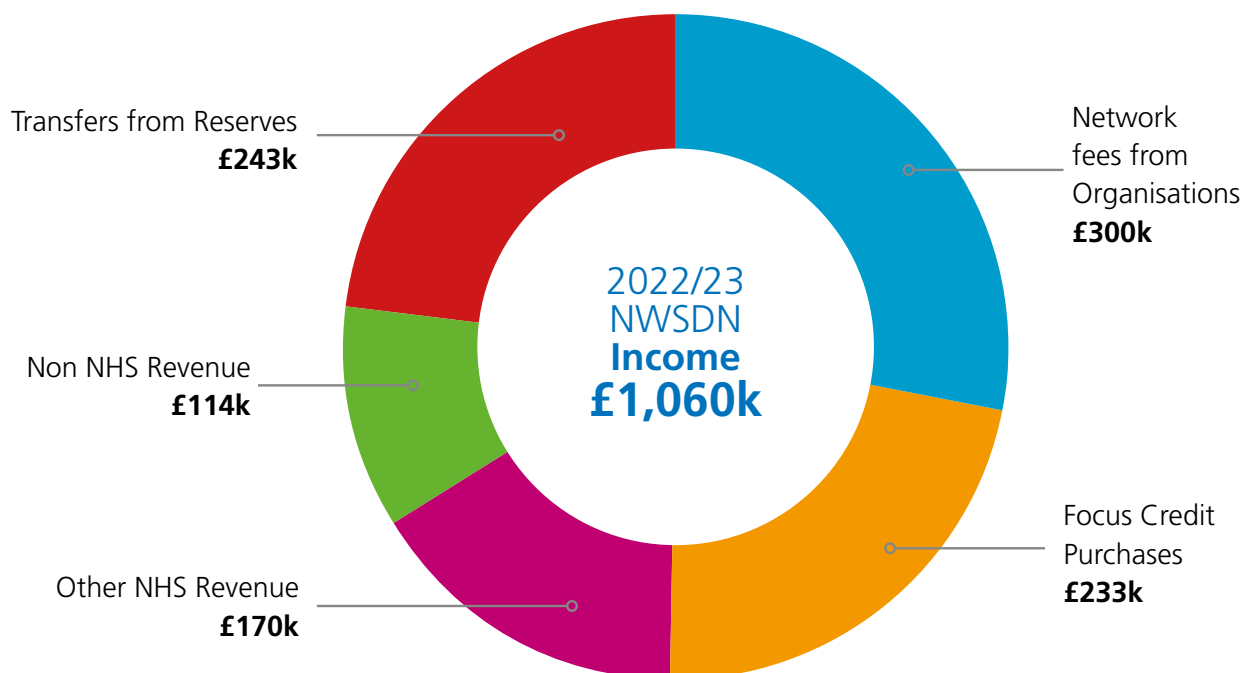
miles not travelled **77,823**

**21,476** kgCO<sub>2</sub>e of carbon emissions

The figures above have reduced compared to 2021/22 but this is due to two large virtual conferences being held in 2021/22 leading to a large increase in bookings and therefore higher carbon efficiency.



## Network Income and Expenditure 2022/23



Reserves	Open	Close	Movement
General reserve	£311k	£170k	−£141k
Focus reserve (including Credits held)	£445k	£387k	−£58k
NW PSD reserve	£29k	£28k	−£1k
National PSD reserve	£43k	£0k	−£43k
Redundancy reserve	£253k	£253k	£0k
<b>Total</b>	<b>£1,081k</b>	<b>£838k</b>	<b>−£243k</b>

# Equality, Diversity & Inclusion

Equality, Diversity & Inclusion (ED&I) continues to be key to everything that the Network does. During 2022/23 we showed our continued commitment by:

- Working with Shahida Mohammed, Deputy Director of Finance at Liverpool University Hospitals NHS Foundation Trust and ED&I Champion on the NW Skills Development Board, and with our wider ED&I Advisory Board, to ensure that due consideration is given to ED&I issues in our decision making and that the Network’s activities demonstrate best ED&I practice.
- Ensuring that the ED&I Advisory Board members were invited to join the re-launched North West ED&I Group, chaired by Nikhil Khashu, North West Regional Director of Finance, NHS England.
- Supporting and being actively engaged in the workstreams of the ED&I Group:
  - o Measuring our Diversity Baseline
  - o Fairness in Recruitment
  - o Supporting Colleagues
- Continuing to promote our own NW Sponsorship Programme providing sponsorship opportunities to staff from all the professions engaged in the Network, including being actively engaged with the One NHS Finance (ONF) Programme, including finding sponsors for colleagues in more junior posts.
- Being active supporters of the NW Sponsees’ network.
- Supporting the ONF Inclusion & Diversity Ambassador network in the NW.
- Analysing diversity data relating to attendees at our events and ensuring that any issues arising from the data are addressed.

- Continuing to work with a range of colleagues to establish how we best gather information on the diversity of our workforce, in a way that is culturally and personally sensitive. In 2023 we will be gathering data on gender and ethnicity in our censuses and we continue to explore options around collecting other diversity metrics, such as the number of colleagues who declare as having a disability and/or being LGBTQ+, via greater use of information that is already available via organisations’ ESR systems.

We will continue to build on this work to help the Network’s member organisations to embed diversity-related good practice across the North West.



# Accreditation

	Finance		Informatics		Procurement	
Accredited	36	88%	22	55%	25	76%
Self-assessed (Procurement only)	N/A	N/A	N/A	N/A	8	24%
Working Towards Accreditation/Re-accreditation	3	7%	4	10%	0	0%
Not Accredited	2	5%	14	35%	0	0%
<b>Total</b>	<b>41</b>		<b>40</b>		<b>33</b>	

As the table above shows, we continue to make good progress towards achieving our target of ensuring that every organisation in the North West is accredited across each profession.

In July 2022 NHS England launched the new process for accrediting procurement functions against the Commercial Continuous Improvement Assessment Framework (CCIAF), previously known as Towards Excellence Procurement Accreditation. The CCIAF is designed to help drive continuous improvement in procurement and commercial practices across the NHS by enabling organisations to benchmark their function’s performance against good practice.

As with the finance and informatics accreditation processes, the CCIAF aims to:

- Encourage continuous development of the maturity of the function through increasingly higher standards.
- Ensure best practice is established and maintained in all NHS organisations.

The procurement process will also enable benchmarking across all government commercial functions by applying the same metrics.

Full details of the new procurement process can be found on the [www.future.nhs.uk](http://www.future.nhs.uk) website.

# Workforce Development

## Foundation Apprenticeship Programme

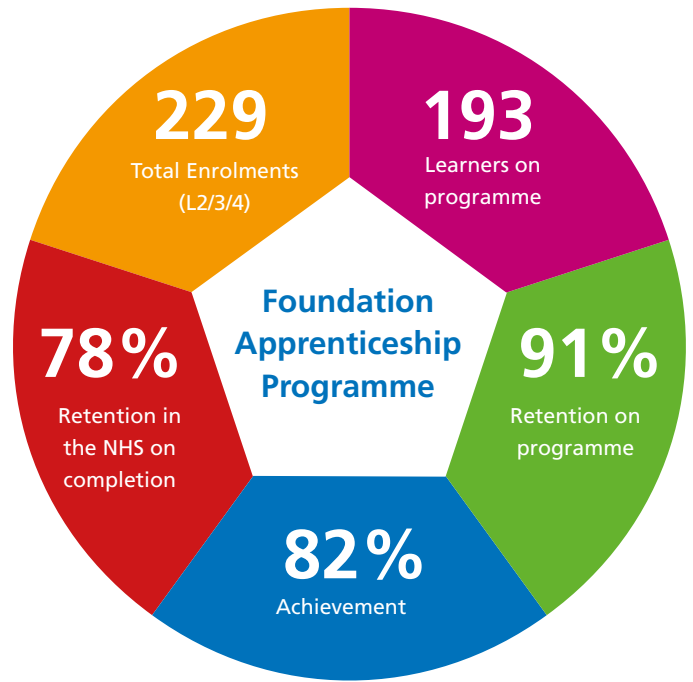
The Autumn 2022 cohort saw ten Level 3 Accounting and two Level 4 Informatics Apprentices recruited including the first Cyber Security Technologist.

Retention and achievement rates on programme remained high, well above the national average with more than 75% of apprentices being retained in the NHS on completion demonstrating the programme's success at bringing in young people to support workforce planning.

The close working relationship with The Prince's Trust continued. In addition to supporting apprentices with mentors they also delivered both a virtual interview preparation session and an employability skills session prior to the new cohort starting in post.



Apprentice Development Days were run in July 2022 in Liverpool and January 2023 in Manchester with the majority of apprentices on programme attending the sessions aimed at providing both personal and professional development.



## Awards

Calum Urwin, a L3 Data Technician Apprentice at Cheshire & Merseyside ICB, was awarded the Informatics Apprentice of the Year at Connect in March 2023 demonstrating the value the Network's Foundation Apprenticeship can offer organisations.

Emily Walmsley, Accounting Apprentice at Lancashire & South Cumbria NHS FT and two Procurement Apprentices, Luke Bleasdale at Cumbria & North Lancashire Procurement Services and Kate Snape at the Lancashire Procurement Service were all nominated for the NHS Health & Social Care Apprenticeship Awards in Lancashire & South Cumbria.

## Graduate Digital, Data and Technology (DDaT) Scheme

The Network has continued to work in partnership with the London Health Innovation Network (HIN) to deliver a graduate apprentice scheme across the Midlands and the North. To date over 170 graduates have joined the scheme across England with the focus in the last 12 months being on the recruitment of grads to support EPR implementations as part of the Frontline Digitisation Programme with Mid-Cheshire and Blackpool Hospitals committing to take grads in this respect. BAU grads in the region have been recruited into Data Analyst, Project Support and Software Development roles.

Patrick Devaney, Data Analyst graduate at the Countess of Chester Hospital presented at Connect 2023 which was well received; he spoke about his experience on the scheme providing an overview of the benefits and considerations.

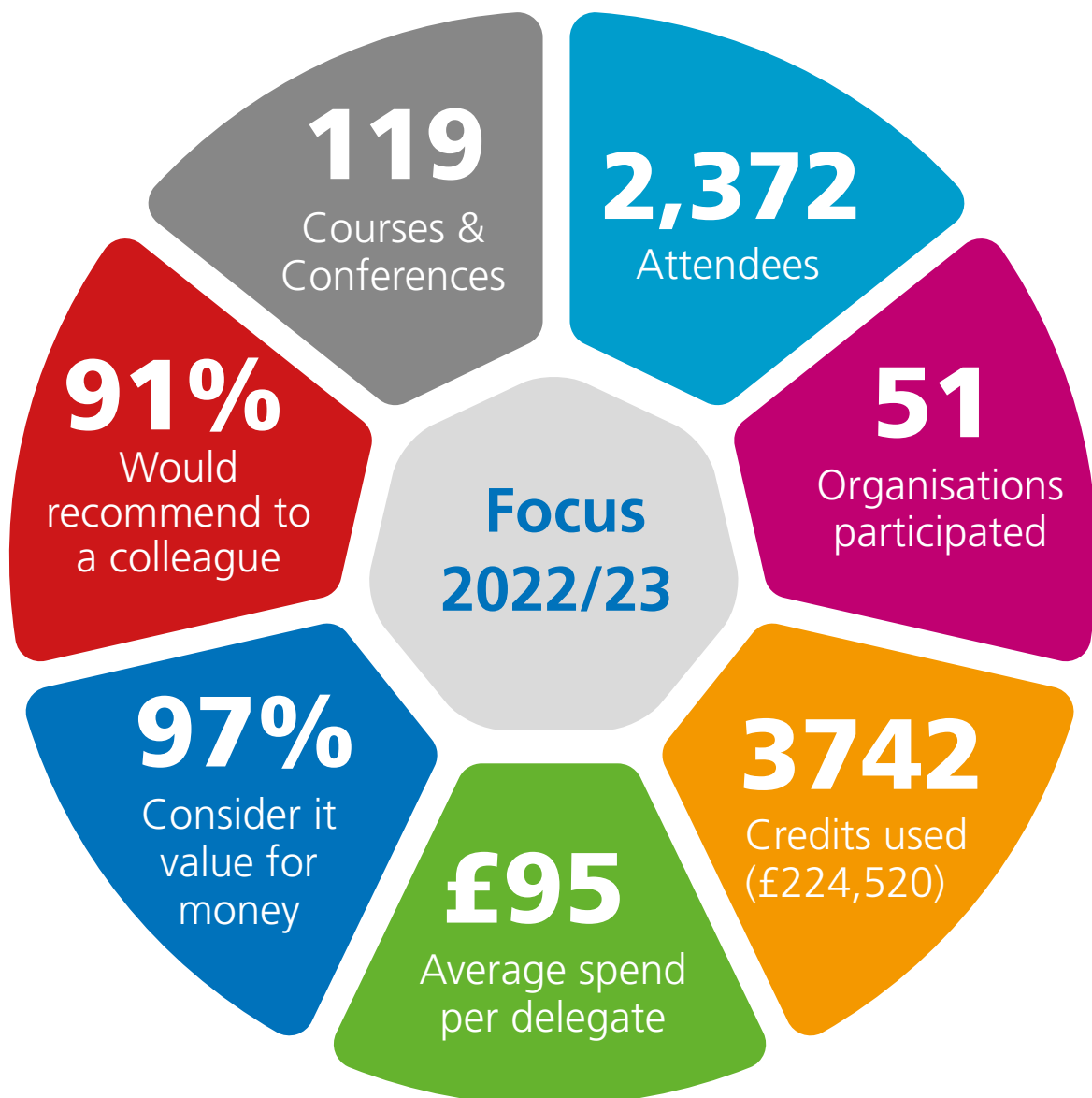


Patrick Devaney

# Focus Learning and Development Programme

2022/23 was another extremely successful year for the Focus Programme with 119 events being run, 50 of which were run free of charge.

Looking forward to 2023/24, we will be adding to our portfolio of conferences with a new event aimed at procurement staff. Planning will commence early 2023/24 for this event. Another development for 2023/24 will be the introduction of a number of short videos to promote our events.



# Conferences

## Payroll Conference 2022 - “That’s the Name of the Game”

The seventh National NHS Payroll Conference was held at Castle Green Hotel, Kendal on 9 & 10 May 2022. The conference saw a strong turn out from delegates across the country.

Speakers included: Phil Kelly of Pro-Noctis and Ed Clancy OBE, British Olympic Cyclist, who spoke about the importance of managing pressures; Mike Winstanley, provided an update on the future releases within ESR; NHS Pensions provided an informative and interactive session talking through various changes; Matt Dunn, Consultant Paramedic provided some real life insights into the day in the life of working on the NHS front line, not knowing what you will be faced with when you arrive on the scene of a 999 call; Fiona Gregory of IBM discussed the level of service you can expect from IBM during key organisational changes; Darrell Davies of MIAA talked about how fraud takes place within the NHS, giving real life stories on cases that have arisen and the financial impact that these pressures have on the NHS. The conference closed with a very informative talk from Victoria Humphries, Polar Adventurer and Businesswoman, around the challenges she faced and why she faced them, with the message being ‘Why not give something a go?’. The Payroll Awards were presented by the Conference Chair at the Conference dinner.

## Student Conference 2022

Student Conference took place on 14 & 15 July 2022 in Kendal. We were delighted to welcome our new chair, Dr Jason Bincalar, Chief Information Officer at Liverpool University Hospitals NHS Foundation Trust, and over 70 delegates to the conference.

Day 1 included career stories; a case study from a Mental Health Trust on how it had adapted to the pandemic; a session on system working, which summarised the types of NHS organisations and how they interact; the net zero agenda; and a student forum update which was then followed by the certificates of success being presented.

Day 2 commenced with a summary of day 1, reflecting on topics and opening a well-engaged discussion on what was good about the first day and how to make the most of the final day. Sessions included: completing job applications, professional study, finance innovation and the digitisation of nursing. The afternoon concluded with a Dragon’s Den type activity which was very well received and allowed for more networking.

Many delegates exchanged contact details so that they could continue with their networking journeys after the conference. The Student Conference planning group did a fantastic job as always arranging the sessions and facilitating both days.

## Finance Directors Conference 2022 – ‘Transforming Finance : Integrating Care’

The conference took place at Carden Park Hotel, Cheshire on 20 & 21 October 2022. Sam Simpson, Chief Finance Officer, NHS Greater Manchester Integrated Care, opened the conference, and we took time to reflect on the contributions of two colleagues who were sadly no longer with us, with moving tributes to Mel Simmonds and Joanne Fitzpatrick.

Professor Rowan Pritchard Jones, Medical Director at Cheshire & Merseyside ICB, talked about innovation and how it’s the people who are at the centre of successful innovation. This session was followed by Nikhil Khashu, North West Regional Director of Finance, who explained more about his role & how that has evolved with the establishment of ICBs. There was a panel session featuring leadership from the 3 ICBs including Sam Simpson (Greater Manchester), Claire Wilson (Cheshire & Merseyside) and Stephen Downs (Lancashire & South Cumbria). Peter Ridley, Deputy CFO at NHS England, provided a ‘state of the nation’ update. There followed an insightful session on Public Health and Health Inequalities delivered by Wes Baker, of Mersey Care NHS FT. An update on the North West Innovation Forum, from Jonathan Wood, Deputy CEO and Director of Finance at Lancashire Teaching Hospitals FT ended the day.

The second day started with another session from Nikhil Khashu, this time focusing on the progress of the Equality Diversity & Inclusion agenda across the North West.

David Flory, Chair of Lancashire & South Cumbria ICB, gave his view on the system, the challenges and the opportunities ahead. He was followed by four-time Olympian Donna Fraser, who rounded out the sessions with a motivational talk about her journey including female role models, values, diversity, friendship, purpose, tough days, positive mindset and finding solutions.

The final part of the day was a celebration of success with individual professional qualification certificates, organisational Towards Excellence achievements and the NW SDN award winners.

## Connect Conference 2022 - Attract, Develop & Retain - “Building the Skills for a Sustainable Data & Digital Enabled Future”

The 12th annual Connect Conference was held on 28 & 29 March 2023 at the Grand Hotel in Blackpool.

The programme included workshops, break-out sessions and many networking opportunities. Sessions included James Freed, Chief Digital & Information Officer, Health Education England; Janet King, Regional Director of Digital Transformation and Adrian Jonas, NW Chief Analyst talking on the ‘Year of the Digital Profession’; there was a panel discussion on the conference theme ‘Attract, Develop & Retain’ which was also joined by Rich Corbridge, CIO at Boots. Patrick Devaney, Data Analyst spoke on the Graduate Experience. Kevin Lavery, Chief Executive at Cumbria and Lancashire ICB, spoke on the Role of Digital in the ICS; Dr Kate Allatt’s session was truly inspirational.

The conference was concluded by Dr John Halamka, President of the Mayo Clinic, who called in from the United States via Teams. There were so many more excellent speaking sessions, and we would like to thank all the speakers for supporting the conference.

The awards were presented on day 2 of conference and there was a special recognition award for John Elliott, Northern Care Alliance, for a quite remarkable 50 years’ service.

## Special Interest Groups

The **Senior Information Analyst Network** special interest group has had a very varied year reaching record breaking numbers in winter 2022. Numbers suffered through the spring of 2023 due to pressures caused by strike action. Nonetheless over the year the group continued to showcase the best of performance dashboard developments including a cross-over piece of work for Service Improvement Benefits Realisation from St Helens and Knowsley Teaching Hospitals. Links with AnalystX continued with presentations regarding Public Health data and training resources and with AQUA to promote the centrality of good data analytics for service improvement. The events have also featured Power Automate, an essential tool for the modern analyst, the forthcoming National Competency Framework, the meaning of the Goldacre Review and an illustration of the journey from analyst to data scientist. The Senior Information Analyst Network also provided evidence of their soft skills requirements which will go forward into the SDN's Focus training program for 2023/24.



The **Project Management Office** special interest group achieved record numbers in the winter of 2022 and, despite one event being badly affected by strike action, the group has held very lively sessions packed with presentations mainly around digital programs. Highlights included a presentation from NICE of their sophisticated transformation approach, NHS Digital's Change Management toolkit, the life of a PMO Apprentice and a live demonstration of Smartsheets. The Systems and Methodologies sub-group successfully meets independently delving into PMO software and methods in more detail than time allows in the main group. The group has kept pace with national developments and is now allied with the Healthcare Project and Change Association, the new professional body for project managers within the NHS and beyond.



The **Data Science** special interest group has continued to attract a high calibre of presentation addressing a range of problems. Highlights include a Lancaster University doctor's work on using AI in diabetic retinopathy screening, a project at Northern Care Alliance to semi-automate clinical coding, the AnalystX/NHS-R mentoring offer to data scientists, using the Observational Medical Outcomes Partnership Common Data Model at Lancashire Teaching Hospitals and a discussion about the ethical challenges in using AI and machine learning. It was noticeable that the majority of presentations from the North West at the inaugural Health and Care Analytics Conference in 2023 had their first airing in the Data Science special interest group and we can hope for a repeat in 2024.



The **Heads of Information** special interest group has been paused indefinitely. As the Integrated Care Boards have come into being, the Heads of Information have been fully occupied collaborating with their locality colleagues in the formation of the new health economies. The group will be restarted if there is demand for it.

Our **CCIO / CNIO / Directors of Informatics Network** has been running since 2014 and is going from strength to strength. It is currently co-chaired by Kate Warriner from iDigital (Alder Hey Children's and Liverpool Heart & Chest Hospitals) and Grace Birch from Greater Manchester Mental Health. There are regular updates from NHS England (including Ming Tang and Sonia Patel's team) with round table discussions, as well as regional sharing of best practice sessions by CIOs, CCIOs and other senior leaders. The meeting has been delivered in a hybrid format with our Owl Labs over the past year with most participants attending face-to-face whilst some dial in via MSTs. The forum allows for great networking and shared discussions at the most senior level between clinicians and other senior leaders. Professionalism and Accreditation are always high on the agenda.

The **IT Management Forum** is aimed at IT managers to share best practice, network and collaborate. The group is chaired by John Speight, Deputy CIO of Liverpool NHS FT; with the help of a group of volunteers he is planning interesting and varied agendas for the group who tend to engage with supplier partners to showcase and update. Over the past year the following sponsors supported the forum by hosting the venue and providing a networking lunch for our delegates: Imprivata, Tanium, CDW, Dell and Cisco. All meetings were run in a hybrid format which allowed for face-to-face networking whilst not excluding delegates who couldn't or didn't want to travel across the North West. Good relationships were built with Microsoft and we are now offering FREE Microsoft training for the network – locally and nationally (mainly around SQL and Power BI)



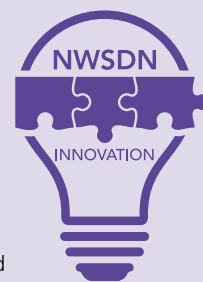
Our **Clinical Informatics Network** is led by a group of CNIOs under the leadership of Amanda Claeys from East Lancs Teaching Hospital and Jacqui Cooper from MFT; it is aimed at Clinicians who work in informatics or are interested to work in informatics. This could be nurses, AHPs, Pharmacists, Psychologists, GPs, doctors, etc. These staff groups can find it very difficult to access support and really benefit from this peer support provided by the network. Over the past year the network had several national updates from HEE, NHS Digital and NHSx. It is a good forum for sharing best practice, and clinical digital engagement is always on the forefront of discussions. Members of the network particularly enjoy using breakout rooms in the virtual environment to have discussions and workshops in smaller groups. A subgroup of this group started working on an **induction programme for Clinicians new to Informatics** which will take a modular approach. Each month a subject will be covered giving delegates a good opportunity for networking and building relationships



**Digital Workforce Development Leads** – This network of IT Training managers is a strong peer support network which regularly engages with Health Education England's Technology Enhanced Learning team, Digital literacy assessment and Digital Learning Solutions. Good practice is shared by members of the group. A subgroup of the network has been working hard to develop our own SDN Training Service Accreditation standards, adopted from the NHS Digital TSA. Two organisations were accredited in March 2023 for our own TSA peer-validated accreditation scheme: Blackpool Teaching Hospitals GOLD and Wrightington, Wigan and Leigh SILVER.

For agendas and presentations of past meetings of any of the Special Interest Groups, please go to [www.skillsdevelopmentnetwork.com/special-interest-groups-sigs-nw](http://www.skillsdevelopmentnetwork.com/special-interest-groups-sigs-nw) on our website or contact [christinebanks@nhs.net](mailto:christinebanks@nhs.net).

The **NW SDN Innovation Forum** continued to thrive in 2022/23 and ensured that One NHS Finance's Innovation workstream is supported across the North West, whilst at the same time, incorporating ideas and innovations from colleagues in Informatics and Procurement. Two showcase events were held during the year, at which a range of innovations were demonstrated to around 75 delegates at each event. Details of future showcases will be available on the Network's website.



In addition, a number of NW organisations have had innovations peer-reviewed and published on the One NHS Finance site. They can be found here: <https://onenshfinance.nhs.uk/the-finance-innovation-forum/innovation-programme/innovation-library/>

## Meet the Team



David Ellcock



Jacky Bowman



Christine Banks



Julie Davison



Carolyn Harding



Donna Hanson



Tony Haslam



Sara Braidwood



Helen Pennington



**The NHS Skills Development Network** operates across NHS organisations in England. Its remit is to provide the infrastructure for improving leadership and professional development skills, raising standards and sharing best practice through economy-wide learning.

The Skills Development Network uses a dedicated website, [www.skillsdevelopmentnetwork.com](http://www.skillsdevelopmentnetwork.com), to publicise and support its work. The website is the primary source of information for all staff in providing resources for personal and organisational development.

Contact us: [whh.skillsdevelopmentnetwork@nhs.net](mailto:whh.skillsdevelopmentnetwork@nhs.net)

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