



NHS Temporary Staffing Conference 2017 16th March 2017, Newmarket Racecourse Speaker Biographies (In order of speaking)

Conference Chairman: Howard Rolfe, Director of Procurement, East of England NHS Collaborative Procurement Hub

Before joining the Hub as Director of Procurement in June 2008, Howard was Deputy Director of the Hub's Supervisory Board. In a business career spanning 30 years, Howard was a senior executive with Marks and Spencer. From 1997 to 1999, he completed a two year secondment to the Cabinet Office, during which time he chaired the 1998 review of procurement within the NHS. Howard is a former Non-Executive Director of Papworth Hospital NHS Foundation Trust and is currently a Councillor and Leader of Uttlesford District Council in Essex.



Martin Innes, Manager, Agency Intelligence Team, NHS Improvement

Martin spent 11 years at the Home Office (Chief Immigration Officer) working on front line border enforcement and national policy and procedure. He also spent two years working on Welfare to Work, working with employers and agencies to support long-term unemployed into work. In addition, he spent 18 months at CNWL Foundation Trust as Interim Workforce Planner, supporting improved training and reduction in agency spend within the Milton Keynes site, plus seven months at Cygnet Hospital Stevenage as Interim General Manager where he introduced new temporary staffing processes. Martin has been at NHS Improvement for around 13 months.



Dominic Rayment, Senior Finance Manager, Agency Intelligence Team, NHS Improvement

Dominic is a qualified accountant, with 18 years senior NHS finance experience in several different organisations. Most recently, Head of Finance of large integrated Foundation Trust in North East of England for last five years prior to secondment to NHS Improvement. This post involves healthcare contracting, strategic financial planning, cost improvement plans and financially managing Trust's commercial and subsidiary arms. Dominic is the operational lead responsible for the NHS's first major PFI redemption via refinancing.



Jeremy Over, Director of Workforce, Norfolk and Norwich University Hospitals

Jeremy is the executive director responsible for Workforce and Organisational Development at the Norfolk and Norwich University Hospitals NHS Foundation Trust (NNUH), one of the largest acute hospital trusts in the East of England employing over 7,000 staff with a £560m turnover. His responsibilities span organisational culture to transactional HR services, staff health and well-being and learning and development. Jeremy's focus at the conference is around the significant achievements he has led in reducing volume and costs of temporary agency staff at NNUH during 2016, enabling the delivery of a £1m per month reduction in the organisation's pay bill.



Anne-Marie Boden, Senior Manager, People Services at KPMG

Anne-Marie has over 30 years' experience in employment tax and joined KPMG in 2013. She spent 19 years working for HMRC. This has enabled her to help clients minimise the impact of HMRC compliance reviews which often involves helping clients prepare for forthcoming changes to legislation. Anne-Marie has worked with a number of businesses to assess their Employment Tax processes and controls for Governance purposes. She also assists clients with their risk and readiness preparation for HMRC's know your customer meetings. Anne-Marie works closely with NHS bodies and other public sector bodies advising on the impact of the IR35 and salary sacrifice changes.



Professor Mark Radford, Director of Nursing (Improvement), NHS Improvement

Mark is Director of Nursing (Improvement) for NHS improvement with a portfolio that covers workforce and quality improvement. Mark has previously been a Chief Nurse of a University Teaching Hospital and Consultant Nurse in Emergency and Trauma care. Mark is Professor of Nursing at Birmingham City and Coventry Universities.



**Dr Rachel Marangozov, Senior Research Fellow,
Institute for Employment Studies**

Rachel is an established researcher and commentator on migration and equality issues at the Institute for Employment Studies. Her most recent research for the Migration Advisory Committee on NHS nursing workforce in England helped convince the Government to add Nursing to the Occupational Shortage List. During 2017/18 Rachel is Specialist Advisor to the All Party Parliamentary Group's Inquiry into Immigration and Integration. She is a Director of MigrationWork, which helps communities, policymakers and practitioners respond to migration in evidence-based ways. Rachel is also an Expert to the European Commission Thematic Network on migrants and a Fellow at the London School of Economics. She holds MPhil and PhD degrees from the University of Cambridge.



**Leanne Cutmore, Head of Workforce Information Services and
Temporary Staffing, Epsom and St Helier University Hospitals**

Leanne's experience in temporary staffing for the NHS is renowned and her approach to delivering solutions is changing the status quo. Deploying and running efficient NHS staffing banks led her to attain senior management positions with private companies - supplying added value resources to the NHS. Her collaborative approach won her accolades and a permanent move to work directly for the Epsom and St Helier NHS Trust in 2013. In 2015, Leanne was given the opportunity to become the Trust's lead for the scoping and delivery of collaborative temporary staffing arrangements with surrounding Trusts. This initiative was well received and has now been funded for its implementation. Leanne's understanding of temporary staffing in the NHS, and proven track record, has allowed her skills to be utilised in an advisory capacity for other Trusts up and down the country.



Rachael Beard, HR Director, The Pathology Partnership

Rachael has over 15 years' experience in HR, both in the NHS and the private sector. She is a Fellow of the Chartered Institute of Personnel and Development and a qualified coach, and has worked at an executive level since 2011. Prior to joining the Partnership, Rachael was Director of HR at Suffolk Community Healthcare. Rachael is responsible for all aspects of the Partnership's workforce, including: HR strategy; organisation development; training and education; workforce planning; leadership development including talent planning.



**Tom Hadley, Director of Policy and Professional Services,
Recruitment and Employment Confederation (REC)**

Tom's role focuses on lobbying key Government and EU officials on a range of labour market issues and highlighting REC initiatives to promote industry standards, including enforcement of a Code of Professional Practice, audit schemes and the Diversity Pledge. Previous roles include six years at the CBI, working at recruitment and economic development consultancy MBA Training Research & Development, a traineeship within the European Commission and working for the in-house legal department of the French multi-national Vivendi. The REC is the professional body for the UK's £27 billion private recruitment and staffing industry. REC Education is the specialist sector group for recruitment agencies which deal with educational staff, supply teachers and related areas.



Martin Hamilton, Partner and Head of Employment Services, Capsticks LLP

Martin is Head of Employment at Capsticks Solicitors LLP, which is a national leading law firm offering expert advice and pragmatic, cost-effective solutions to organisations in the health, emergency services, social care, housing and regulatory sectors. Capsticks' employment practice advises employers on all aspects of employment law, including on agency and other atypical worker arrangements. Martin himself has specialised in employment law in the health and social care sectors in particular for many years, and leads a team of 50 employment lawyers across Capsticks' London, Birmingham, Leeds and Winchester offices.



**Ruth Warden, Assistant Director, Development and Employment,
NHS Employers**

Ruth is an experienced team facilitator and developer with over 20 years' experience in both the private and public sector. She is a qualified trainer and personal coach with a Master's Degree in Health and Social Services Management. Ruth moved into the NHS in 1992 and had a variety of roles ranging from training and development, workforce modernisation, workforce planning and workforce information management. Following a short time at Yorkshire and Humber SHA working in the Public Health department supporting the development of the Public Health Workforce Ruth moved to NHS Employers Organisation in July 2010 to take up her current role. She has responsibility at NHSE for a number of key work streams.

