

# Making an impact

# 01

The NHS Confederation continues to support our members to respond to the challenges facing the health and care system, and to advocate on your behalf for the changes you need.

Here are just some of our key areas of impact so far this year.



## NHS Long Term Workforce Plan

Following our intensive lobbying for its development over recent years, the NHS Long Term Workforce Plan reflects our demands for a long-term, fully costed and funded plan across all parts of the workforce.



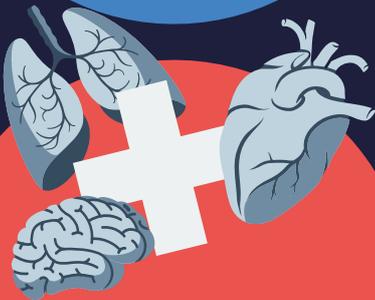
## Pensions reform

We successfully influenced the Chancellor's decision to remove the pension lifetime allowance while increasing the yearly allowance, to discourage early retirement and allow for more senior healthcare professionals to stay in their jobs longer.



## Hewitt review

We played a lead role in mobilising the views of our members and ensuring they were able to shape the recommendations of the influential Hewitt review. Following the government's formal response to the review, we remain at the centre of influencing its implementation.



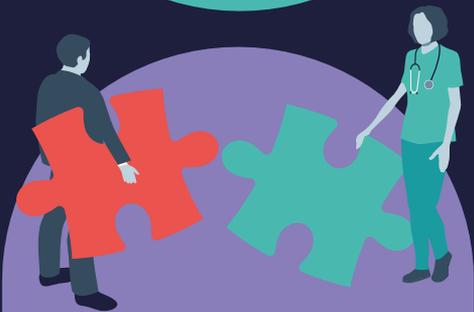
## Major Conditions Strategy

We successfully influenced the strategic framework of the Major Conditions Strategy, though it did not go far enough beyond the role of the NHS to achieve its aims of reducing the healthy life expectancy gap.



## Pay uplift for all

Having made the case on behalf of members, both in private with officials and publicly, including a letter to the Secretary of State for Health and Social Care, we were pleased to see funding for the government's promised pay uplift for staff on Agenda for Change terms extended to non-statutory providers.



## Industrial action

We have been one of the leading national commentators on industrial action, consistently calling for the resumption of talks between the government and BMA, which finally happened in late October. Through NHS Employers, we have also played a key role in supporting the negotiations between different staff groups and the government.

# Our networks

# 02

Through our networks we continue to represent our members, influencing change on your behalf in the areas that you tell us matter most. Our support programmes ensure you are empowered to be the best leaders you can be.



## Equality, diversity and inclusion

- Over 1,000 leaders across health and care have signed our inclusive leadership pledge, which outlines nine behaviours that leaders and aspiring leaders can publicly commit to within their organisations to work towards creating a psychologically safe working environment for all staff.
- Each of the NHS Confederation's diverse leadership support networks now hosts a 'network of networks', which are providing a safe space for leads of staff networks to collaborate, learn and collectively tackle healthcare and workforce inequalities.
- 48 organisations and systems have improved their equality performance through support from our Diversity in Health and Care Partners Programme, in line with the NHS People Plan.

## Primary Care Network

- More than 120 primary care network clinical directors and managers have developed and refined their skills in strategic primary care network leadership, through our PCN leadership development programmes.
- Working with our member-led design groups, we articulated our vision for the future of at-scale general practice and PCNs, setting out six foundational pillars for an empowered, connected and respected primary care.
- Through extensive engagement with over 200 members, we produced a report summarising our priorities for 2024/25 and beyond, to inform the negotiations around the next GP contract and PCN specification.

## ICS Network

- Six workshops run by the ICS Network, NHS England and a consultancy have supported ICBs to plan and approach organisational change so they can adapt to planned reductions to integrated care boards' running cost allowance.
- Through a learning platform of practical resources, the ICS Network has supported health and care systems with their work around social and economic development – one of the four core purposes of ICSs. The resources have been accessed 2,214 times to date.
- The ICS Network has worked with ICS leaders to identify short and long-term priorities among the Hewitt review's recommendations, and worked with NHS England and government to help coordinate progress being made towards the review's ambitions.



## Acute Network

- Throughout widespread industrial action across the NHS we have ensured our members' views are represented in meetings with officials and that the issue remains in the news through highlighting member concerns around the impact on staff, safety and the elective backlog.
- Ahead of the Autumn Statement we engaged NHS England, the Department of Health and Social Care and Number 10 officials on the squeeze to NHS finances, describing the impact of strikes, the loss of COVID-19 funding and the challenge of meeting the government's 65-week target within existing resources.
- The National Audit Office's report on the New Hospitals Programme was heavily influenced by our consistent calls for capital investment to deliver productivity improvements, representing member concerns about NHS maintenance backlogs, estates and digital infrastructure.

## Community Network

- In collaboration with NHS Providers, Celebrating Community Services Week united the community services sector and raised national awareness to the wider health and care sector of the importance of community services.
- Our survey on leaders' concerns about the scale of waits for community health services for children and young people led to national policy influencing calls for more government intervention in prevention and early intervention; funding similar to elective recovery; support for more staff with the right skills mix; and more co-ordinated commissioning.
- Separately, our NHS Confederation report with Carnall Farrar demonstrated that increased investment in community services reduces pressure on acute services and increases savings. It received ministerial endorsement at our Health Beyond the Hospital conference.

## Mental Health Network

- After our consistent lobbying, the government announced funding to support the creation of open-access hubs for children and young people in ten local areas. Also in line with our calls, both Labour and the Lib Dems announced they would open hubs in every local area, and ensure all pupils have access to mental health support in schools.
- Our report with the Nuffield Trust, Attitudes and Access to Mental Health Nursing, influenced the NHS Long Term Workforce Plan in its commitment to increase training places by 38 per cent for mental health nursing and 46 per cent for learning disability nursing by 2028/29.
- As a direct result of our roundtable with third sector members and NHS England to discuss working in a more integrated way, we have been invited to feed into the 2024/25 NHS planning guidance to increase the role of supported housing within systems.