

People Making Change Happen



Implementing the RPA in the Health and Personal Social Services

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Timetable for HPSS Reforms



- **1 April 2007 for the implementation of new Trusts**
- **1 April 2008 for the demise of the 4 HSS Boards and several Agencies.**
- **1 April 2008 for the introduction of the HSS Authority**



Preparing Staff

- **There is a recognition that structural change is needed.**
- **Working with Trade Unions to develop a framework for change (the Partnership Forum and the HR Advisory Group).**
- **Having a communications Strategy**
- **Having a development strategy**
- **Establishing a project management approach including a dedicated Human Resources Team.**



Communications Strategy

- **Working with Chief Executives in the HPSS.**
- **Publishing a staff newsletter.**
- **Doing Road shows.**
- **Working with professional bodies and trade unions to communicate.**



Developing Staff

- **Developing a Leadership Qualities Framework.**
- **Providing a personal development diagnostic facility for every senior executive in 2005/06.**
- **Making a commitment to provide structured career support to every middle manager in 2006/07.**



Conclusions

- **Use the time you have to plan ahead.**
- **Ensure that you have fully engaged all relevant stakeholders.**
- **Be open and honest about the challenges and risks.**
- **Ensure that you have resourced the change process.**