

Consultant Job Planning

10% online payments discount*

15% Group booking discount**

Tuesday 4 October 2016 Hallam Conference Centre London



Speakers Include

Dr Steve Evans, Medical Director
Aintree University Hospital
NHS Foundation Trust

Dr Simon MacKenzie, Medical Director
St Georges Healthcare NHS Trust

Andrew Davidson, Partner
Hempsons Solicitors



Recognised by



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““Job planning is a key part of the consultant and SAS contracts; it is also essential in getting optimum results from a senior cohort of staff.”

NHS Employers

“Job planning is not just about agreeing a weekly timetable - it can be used to drive improvements in patient care.” British Medical Association

This one day conference is a practical guide to successful consultant job planning. Through a series of presentations this one day conference will provide delegates with the opportunity to develop skills in job planning and linking with pay progression, improving team performance and the role of the job plan in achieving personal development goals, individual and service objectives. Making the link between job planning, revalidation and appraisal, and also changing job plans and the consultant contract in light of the national drive towards NHS services 7 days a week will be covered.

The conference will also include an extended focus on annual job plan reviews: *“Although the correct approach to annual job plan reviews is well set out in the guidance, it is frequently not delivered.... The external environment, regulatory and financial is challenging and changing- what worked this year may not be optimal next. Whilst some consultants continue to work the same pattern every week, changing patterns of service delivery including ‘consultant of the week models’ and consultant preferences increasingly lead to the need for variable patterns from week to week or fully annualised job plans....Annual job planning is part of a cycle in which consultants participate in both job planning and appraisal. Although ultimately pay progression and eligibility for Clinical Excellence Awards depend on demonstrating compliance, the focus is on creating a positive atmosphere not a coercive one...Those undertaking job planning need both training and adequate information. This should include what the Trust is committed to in terms of clinical, educational, research and improvement activity for the coming year and a record of what has been achieved in the previous year....Unfortunately job planning tends to focus on sessions, but ultimately clinical and non-clinical sessions are simply some of the tools that are required to deliver objectives. Starting with objectives can help align consultants and employers and make it easier to review and adjust job plans. The practicalities of annualised job plans will also be covered.”*

Dr Simon Mackenzie, Medical Director St George’s Healthcare NHS Trust, April 2016

Follow the conference on twitter #NHSJobPlan

10.00 **Chairman's Introduction**

10.05 **Practical Experiences of Job Planning: A Clinical Directors Perspective**

Dr Mahesh Nagar

Trust Lead for Job Planning, Consultant in Anaesthesia, Associate Medical Director
Mid Yorkshire Hospitals NHS Foundation Trust

- job planning examples: practical examples and a Clinical Directors perspective
- changing job plans in light of service needs and outcomes/safety concerns
- job planning challenges and solutions

10.30 **EXTENDED SESSION: Difficult issues & Challenges in Job Planning
Renegotiating the job plan including rigid contracts, and difficult doctors**

Dr David Scott,

Assessment Advisor NCAS & GMC Associate & former Chairman
BMA Medical Managers Committee
& Consultant Paediatrician
East Sussex Hospitals NHS Trust

- difficult issues in job planning
- job planning negotiations
- managing rigid contracts and rigid doctors
- case studies, examples and tips for success

11.15 *Question and answers, followed by coffee*

11.50 **EXTENDED SESSION
Developing your skills in leading the Job Plan Review**

Dr Simon Mackenzie

Medical Director
St George's Healthcare NHS Foundation Trust

- job plan reviews: starting with objectives not sessions
- practical advice for leading job plan reviews
- job planning from year to year: developing annualisation
- developing and implementing job plan reviews
- agreeing the support needed to fulfil job plans
- from year to year: moving forward
- challenges and successes

12.50 *Question and answers, followed by lunch*

14.00 **Job Planning Driving Improvement**

Dr Steve Evans

Medical Director
Aintree University Hospitals NHS Foundation Trust

- ensuring service delivery, and improving efficiency
- delivering successful job planning in practice
- successful job planning for consultants, the service and patient care: tensions and solutions

14.30 **EXTENDED SESSION
Changing Job Plans and the Consultant Contract**

Andrew Davidson

Partner
Hempsons Solicitors

- changing consultant job plans: where to start
- how we have approached persuading medical teams to participate in 7 day working including reviewing consultant job plans, daily review rounds & frustration with lack of enhanced support services in some areas
- identifying contractual terms and exploiting existing flexibilities
- how to change terms and employment issues to be aware of

15.15 *Question and answers, followed by coffee*

16.00 **EXTENDED SESSION
Negotiating the Job Planning Contract: Role Play**

Becky Simpson and David Schaal
Playout Ltd

This interactive Role Play session will look at negotiating the job planning contract.

16.45 *Question and answers, followed by close*

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A Practical Guide to successful Consultant Job Planning

Tuesday 4 October 2016

Hallam Conference Centre, London

Conference Registration

Download

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Surname

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Department

Organisation

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Postcode

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Please write your address clearly as confirmation will be sent by email, if you prefer confirmation by post please tick this box, ☐
Please also ensure you complete your full postal address details for our records.

Please specify any special dietary or access requirements

This form must be signed by the delegate or an authorised person before we can accept the booking

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Conference Documentation

☐ I cannot attend the conference but would like to receive a PDF containing the conference handbook material, which includes speaker slides, at £49 each.

The PDF will be emailed out after the conference, please fill in the 'Your Details' section above, ensuring your email address is clear and the 'Payment' section..

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ASGBI Membership number

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Venue

Hallam Conference Centre, 44 Hallam Street, London, W1W. A map of the venue will be sent with confirmation of your booking.

Date

Tuesday 4 October 2016

Conference Fee

- ☐ £365 + VAT (£438.00) for NHS, Social care, private healthcare organisations and universities.
- ☐ £300 + VAT (£360.00) for voluntary sector / charities.
- ☐ £495 + VAT (£594.00) for commercial organisations.
- ☐ £300 + VAT (£360.00) for ASGBI members.

The fee includes lunch, refreshments and a copy of the conference handbook. VAT at 20%.

*Online Discount

10% discount when you book online via credit card. This offer is exclusive to online credit card bookings and cannot be used in conjunction with any other Healthcare Conferences UK offer.

**Group Rates

A discount of 15% is available to all but the first delegate from the same organisation, booked at the same time, for the same conference.

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Accommodation

On confirmation of your booking you will receive information for booking accommodation should you require it.

Confirmation of Booking

All bookings will be confirmed by email, unless stated otherwise. Please contact us if you have not received confirmation 7-10 days after submitting your booking.

Exhibition

If you are interested in exhibiting at this event, please contact Carolyn on 01932 429933, or email Carolyn@hc-uk.org.uk

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