#TEXTPeterKing
PersonalDirector07.01.02
#CODEDA2
Discussions review main system of accountability. Much soft information PK very close to which / staff reps.
#ENDCODE
#CODED1
Discussions review main system of accountability. Much soft information PK very close to which / staff reps.
#ENDCODE
#CODEK1
Whistle blowing: it's a safety value - V NB but don't often get to Director level - no eg of cases in which whistle blowing has gone up to Board.
#ENDCODE
#CODEA2
Whistle blowing: it's a safety value - V NB but don't often get to Director level - no eg of cases in which whistle blowing has gone up to Board.
#ENDCODE
#CODED1
PK's staff pick up problems re: staffing levels same as personnel managers linked to divisions, make these known informally to PK. Personnel man agrees to touch with line managers.
#ENDCODE
#CODEB2
Weekly management when problems in elderly medicine came to fore.
#ENDCODE
#CODEB3
Weekly management when problems in elderly medicine came to fore.
#ENDCODE
#CODED1
Where danger of bed closure, formal medicine kicks in - Director is attached to division eg recruitment drive in Phillipino's when immanent staff shortage.
#ENDCODE
#CODED10
Where danger of bed closure, formal medicine kicks in - Director is attached to division eg recruitment drive in Phillipino's when immanent staff shortage.
#ENDCODE
#CODEK1
Discussion of quality issues by board - mainly through clinical governance panel. Divisional presentations to board on regular basis, particularly when hot issue (eg Dryad & Daedulas). In past, GWM was one of the most poorly staffed. Aspired to goal of 60% qualified & 40% unqualified staff.
#ENDCODE
#CODED1
Satisfied that reasonably well staffed in elderly medicine now - thinks staffing level ok.
#ENDCODE
#CODEB3
Satisfied that reasonably well staffed in elderly medicine now - thinks staffing level ok
#ENDCODE
#CODEB3
"This isn't an area that particularly worried me (esp compared too often, areas like psychiatry).
#ENDCODE

#CODED1
Staffing support during difficult period - we try to work with staff in a way we would like them to work with patients.
#ENDCODE
#CODEA3
Staffing support during difficult period - we try to work with staff in a way we would like them to work with patients.
#ENDCODE
#CODEI7
Staffing support during difficult period - we try to work with staff in a way we would like them to work with patients.
#ENDCODE
#CODED9
Employee assistance programme, fast track assistance programme, staff counselling service, away days. Having a sympathetic boss is most NB for most employees.
#ENDCODE
#CODEB1
98 - very good manager in elderly medicine. Barbara Robinson her successions are "ok", but BR was especially good.
#ENDCODE
#CODED9
Staff surveys, demonstrates that they think good relationship with boss.
#ENDCODE
#CODED7
Try to stop problems becoming serious disciplinary matters.
#ENDCODE
#CODED1
Personnel manager will work closely with staff members and line manager.
#ENDCODE
#CODEF2
Competency in drug administration, try to take supportive role to nursing staff involved.
#ENDCODE
#CODED9
Employment of GP's in 3 wards: how has it managed?
#ENDCODE
#CODED2
Old GP contacts not very specific about duties, also didn't pay enough to cover extra duties adequately.
#ENDCODE
#CODEG3
Old GP contacts not very specific about duties, also didn't pay enough to cover extra duties adequately.
#ENDCODE
#CODED6
Set out to minimise the contract by developing out of hours contract with detailed specialties & standards.
#ENDCODE
#CODED2
PK has responsibility for making & renewing contracts, but consultants & local managers handle day to day things.
#ENDCODE
#CODEI1
PK has responsibility for making & renewing contracts, but consultants & local managers

handle day to day things.
#ENDCODE
#CODEA1
How well - known are Director's to front line staff? PK doesn't wander around meeting people prefers to meet more formally through away days & staff conferences.
#ENDCODE
#CODEJ3
Did the events of 98 change the way personnel managed staff development?
#ENDCODE
#CODED1
Did the events of 98 change the way personnel managed staff development?
#ENDCODE
#CODEF2
Worked closely with nurse director in ensuring drug administration & comms.
#ENDCODE
#CODEJ3
However, events did not change the process of identifying training needs.
#ENDCODE
#CODEI7
Felt that system sensitive enough to pick up training needs.
#ENDCODE
#CODEJ3
Best eg of directors responding to front line problems learning disability homes.
#ENDCODE
#CODEB1
Ian Piper given specific responsibility to oversee service (checking client care plans etc).
#ENDCODE
#CODED2
Policy development & implementation PK is responsible for Personnel & Health & Safety.
#ENDCODE
#CODED9
Much staff involvement in policy development & even instigation (eg domestic violence policy) - group of 8 or 9 staff met & drafted policy.
#ENDCODE
#CODED1
How does Peter ensure more modern HR policy being delivered? Staff survey. Audit of induction & performance review. Measures to ensure essential staff development/ training delivered.
#ENDCODE
#CODEK1
How does Peter ensure more modern HR policy being delivered? Staff survey. Audit of induction & performance review. Measures to ensure essential staff development/ training delivered.
#ENDCODE
#CODED3
Personnel provides infrastructure - Eileen decides who needs it, Fiona ensures it happens.
#ENDCODE
#CODEI7
Libraries very NB - at GWM library. Facilitation trains staff to use internet. Very effective mechanisms for access into resources for training.
#ENDCODE
#CODEI7
49% of budget goes on training: it's the best we can do at the present time. GWM have

become a 'Learn Direct' Centre, computer based learning centre in last 3 months. Response to how to deliver more training with less money. Training matrix identifies training relative to department.
#ENDCODE
#CODEI7
All staff have had personal development plans.
#ENDCODE
#CODED10
Low turnover but problem with nurses leaving to get promotion.
#ENDCODE
#CODEI7
PK says they have 'management by consent' prefer voluntary approach to training & development, but accept that there are 'givens'. Some areas of compulsory training imposed by outside agencies.
#ENDCODE
#CODEK1
Unable to give any egs of Trust requiring staff to attend training as, because of a response to complaints or identified poor practice.
#ENDCODE
#CODENC
PK role is to ensure infrastructure - but personal/professional responsibilities for staff development.
Devolved HR staff do get involved - eg. training matters.
Specialist - external contracts.
Wf planning (consortium). Also they support training on demand (70D) packer.
Are training programmes linked to complaints, outcomes etc. - plays a part - osmosis - egs. For changes triggered by 98 themes - communicate drugs admin, pain control. Work with MD? Yes, closely on clinical governance, Cpr, ALERT training etc.
#ENDCODE