

Speakers

Dr Maria Kee
Kee Training

Former Consultant Psychiatrist and Medical Director in Foyle HSST, Maria Kee worked in the NHS for over 20 years.

Throughout this time she pursued a keen interest in staff training and development.

She studied Cognitive Behavioural Therapy at Oxford and Philadelphia under the tutelage of world-renowned experts Paul Salkovskis, David Clarke and Aaron Beck and on return to Northern Ireland was involved in the development of the first University training programme for nurses in Cognitive Behavioural Therapy at Coleraine University

Maria started working as a Training Consultant in 1997 and subsequently founded Kee Training to fulfil a demand for locally based corporate training. She has worked with staff at all levels in the Public Sector developing a variety of programmes in leadership, change management, stress and life work balance alongside facilitation of group work and teambuilding.

In the past two years Maria has returned part time to teaching CBT with the Northern Ireland Centre for Trauma and Transformation. In her corporate work she now thinks of herself as an 'Organisational Cognitive Therapist'

Prof. Nicolas Bacon
Nottingham University Business School

Nicolas Bacon is Professor of Human Resource Management at Nottingham University Business School and former Editor of the Industrial Relations Journal. His recent work includes the implications of partnership agreements, the introduction of teamworking and the impact of union learning representatives. Forthcoming books include The Sage Handbook of Industrial Relations and The Sage Handbook of Human Resource Management.

Dr Peter Samuel
Nottingham University Business School



Dr Peter Samuel is Lecturer in Human Resource Management at Nottingham University Business School. Originally from Cardiff, he first trained as a Medical Laboratory Scientific Officer (Haematology/Microbiology) in the NHS. He holds an MSc in HRM (with distinction) and was awarded his PhD in Industrial Relations by the University of Wales (Cardiff). He has specialised in researching 'partnership' since 1999.

Peter has published empirical studies of partnership in social science journals of international standing and his forthcoming research monograph, "The Dynamics of Partnership in Financial Services" (Routledge), examines the preconditions and constraints for partnership at work. He is an academic advisory member of the NHS Employers 'virtual reference group', monitoring partnership adoption and development across NHS England.

Dr Samuel is married and the proud father of a daughter born within NHS Wales in 2003. He also predicted the rugby grand slam for Wales before the event kicked off. Unfortunately, he does not gamble.

Tania Marsden MCIPD, MHRM
North West Wales NHS Trust



Mrs Marsden was appointed Director of Human Resources in May 2004. Joining the Trust in 1984, Mrs Marsden has had a successful career, gaining a Masters in Human Resource Management in 2004 with a research dissertation on the impact of human resource practices on business performance.

She is leading on the Workforce Strategy "Improving Health Services with our Staff: Critical to our Lives". The Strategy is based on the principle that the most important investment we make is in the people who work for the Trust.

Mrs Marsden is Welsh and proud to have represented her country in Track, Cross Country and Ten-Pin Bowling.

Steve Sloan
AMICUS

Steve Sloan is a Regional Officer with Unite the Union which was created from the merger of Amicus and the Transport and General Workers Union.

Steve began as a Biomedical Scientist, training in Bristol and then working in the Pathology Department at Pilgrim Hospital Boston, Lincs. While at Boston he became involved in his Trade Union and was elected to the position of East Midlands Regional President and then National Executive Member. In 1999 he took up a post as a Regional Officer in South Wales.

Ruth Tyrrell MA. DMS. FCIPD
National Leadership & Innovation Agency for Healthcare

Ruth joined NLIAH in July 2006, and since April 2007 she has been researching and developing a new work programme intended to support HR Skills Development across the service, in particular the development of the HR Business Partner model; Human Capital Measurement and staff engagement strategies.

She joined the NHS in 1990 as a Management Trainee following 4 years working in industrial relations for an Employers Association in Liverpool. Following the training scheme, Ruth worked as Head of Human Resources within a Local Health Authority and as Assistant Director of Human Resources responsible for strategy and policy development within a large teaching Trust.

Before taking up her post at NLIAH, Ruth worked as a Director of Human Resources with board level responsibility for human resources, organisational development and employee relations.

She has also undertaken a Senior Research Fellowship at De Montfort University, working with Prof Dave Buchanan in which she focused upon the impact of Leadership development on the organisation and its contribution to service improvements.

Ruth has recently been appointed to serve on the Chartered Institute of Personnel Development's National Membership and Education Committee, and she will take up this role in October 2008.

Tony Chadwick
Holistic Academy

Tony Chadwick is our HR Director and has been actively involved with high profile negotiations and challenging employment law cases within both the NHS and Engineering sectors for over 30 years. From Canada, New Zealand to Israel his engaging but practicable style has ensured that the “movers and shakers” have benefited from his vast practicable experience. For 26 years Tony was Deputy Welsh Secretary for BMA Cymru and represented the medical profession on the NHS Wales Partnership forum. He was also instrumental in negotiating lucrative new contracts for both General Practitioners and Hospital consultants on both an All Wales and National basis.

Nigel James
Holistic Academy

Nigel James is a Senior Associate at the Holistic Academy. For the last 25 years; he has been working throughout the UK and internationally with the Public sector (including the NHS) and Private sector Blue Chip clients. His inspirational, engaging and sometimes challenging style has been appreciated at the highest level in developing skills for business and organisational success. For many years Nigel was a leading management trainer for the BWM organisation and has consulted with leaders from organisations such as Lloyds TSB, Porsche Cars, The Welsh Assembly Government and Prudential to hone their leadership expertise.

Mary Burrows
Chief Executive, North East Wales NHS Trust



Mary came to North East Wales from Northern Ireland, where she was Deputy Secretary for the Department of Health, Social Services and Public Safety , leading work on planning the re-design of health and social care services in the Province.

She is originally from the United States, settling in the UK in 1990 in a career that has also taken in time working in Saudi Arabia. She trained as a medical technologist in pathology, specialising in microbiology and haematology, moving into a management role within pathology in 1982.

After crossing the Atlantic, she spent ten years in a number of senior management positions with the Oxford Radcliffe Hospitals NHS Trust, before her first Chief Executive Appointment with the Northampton Primary Care Trust. She has worked with the Department of Health on a number of national policy initiatives including the development of a tariff-based payment system and chronic disease management policy.

In 2001 she completed a Masters in Medical Law with the University of Wales, Cardiff; she also holds an MBA from the University of Leciester and a Degree in Bacteriology and Public Health from Washington State University, USA. In 1996 she was awarded an honorary MBE in recognition of her contribution to risk management within the NHS.

Hazel Robinson
HR Modernisation Manager, Welsh Assembly Government

Hazel joined the health service in 1983 as a graduate management trainee. She undertook a number of hospital management roles in South Glamorgan Health Authority. Hazel then worked for the BBC for 3 years as their Facilities Manager and returned to the Health Service after the birth of her first son.

Hazel worked as a Training Manager initially for South Glamorgan Health Authority and then for Llandough NHS Trust. During her time in Llandough, Hazel worked on a range of strategic HR issues and was appointed to the Deputy HR Director post. Hazel continued her career as Deputy Director in the Gwent Community Trust and continued as the Associate HR Director in the Gwent Healthcare NHS Trust following Trust mergers in 1999.

Hazel undertook a variety of roles during her time in Gwent and focused on the workforce modernisation agenda.

In more recent times she has taken up a secondment into the Welsh Assembly Government as Head of Workforce Modernisation where she leads on a range of issues including Partnership Working and HR Strategy.

Peter Finch
Assistant Director, Employment Relations and Union Services

Qualified in Valuation and Estate Management from Bristol Polytechnic in 1977. After one year working for the National Union of Students, Peter moved to Cardiff taking up an appointment of development officer with a community based Housing Association. He then moved into trade union work with NALGO and UNISON covering local Government, Universities and Electricity – overseeing negotiations with SWALEC in the move from national to company bargaining following privatisation.

Started with the Chartered Society of Physiotherapy in 1995 as a Senior Industrial Relations Officer covering Wales and Mersey. He recently completed a post-graduate Diploma in Industrial Relations at Keele University.

Since February 2000 he has been Assistant Director of Employment Relations and Union Services retaining responsibility for Wales.

In 2005 he took on national responsibility for pay and terms and conditions including implementation of Agenda for Change.

He is presently a member of the NHS Staff Council Executive and also joint Chair of the Welsh Partnership Forum.

Anne Phillimore
Director of HR, Cwm Taf NHS Trust

Anne Phillimore is the Director of Human Resources for the newly formed Cwm Taf Trust , having worked since 2004 as the Director of HR for North Glamorgan Trust and then as the Interim HR Director for both North Glamorgan and Pontypridd and Rhondda Trusts from the middle of last year. Prior to returning to Wales Anne worked in a number of Public Sector bodies including HM Customs and Excise, the Office of the Parliamentary and Health Service Ombudsman and the Post Office.

In all Anne has over 20 years experience of operational and strategic Human Resources gained during a period of substantial change across the public sector. Throughout her career Anne has enjoyed constructive and close working relationships with Trade Union Colleagues and is a supporter of the Partnership Working Model developed within Wales.

Jo Davies
National Leadership & Innovation Agency for Healthcare

Jo Davies is the Joint Interim Director of Workforce Development for NLIAH and the Director of the NHS Centre for Equality and Human Rights. With qualifications in History and Human Resources, Jo has spent most of her working life in HR in the NHS in England and Wales having started life in retail management.

Christopher Riley
Head of Health and Social Care Strategy, Welsh Assembly Government

Christopher Riley is Strategy Adviser in the Department for Health and Social Services of the Welsh Assembly Government. With qualifications in history, accountancy and public health, he has worked at various times in local government and the NHS, and with the World Health Organization in Copenhagen.

Stephen Griffiths
Joint Interim Director, Workforce Development
National Leadership & Innovation Agency for Healthcare

Stephen Griffiths undertook his general nurse training from 1983 – 1986. Following registration Stephen held a number of clinical positions including rehabilitation, acute medicine and later specializing in gastroenterology. A number of project and senior management positions followed leading to the Deputy Director position in Bro Morgannwg NHS Trust in 1999. In 2001 Stephen secured the position of Executive Nurse in Ceredigion NHS Trust where he worked until 2007 when he joined the Workforce Development Team in NLIAH.

Stephen has been involved in a number of national areas of work, these include the Implementation Board for UAP, Flexible and Sustainable task and finish group, Recruitment and Retention activities, UKCC Chair/Assessor for Higher level of Practice and facilitated a number of national CNO events

Stephen has a particular interest in staff development and education and is a visiting tutor at the Leadership Trust.