

SUPPORTING OUR STAFF THROUGH ORGANISATIONAL CHANGE

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INTRODUCTION

NHS finance is going through a period of significant change, both nationally and here in the South West. Shifts in organisational structures, financial pressures, and increased system working mean many colleagues are facing uncertainty, regardless of career stage. The South West Finance Academy is here to support colleagues through this, ensuring there is clear and accessible support across the region.

There is already a wide range of support available locally and nationally. One NHS Finance provides a comprehensive Supporting Our Staff resource pack, including case studies, financial wellbeing guidance, and mental health support. The Healthcare Financial Management Association (HFMA) also offers professional development, networking, and wellbeing resources for those working in NHS finance.

This document complements those national offers by focusing on what is available specifically within the South West. It does not cover everything, but highlights support most relevant during organisational change, including career development, wellbeing, and practical help with job transitions.

SUPPORT DURING ORGANISATIONAL CHANGE

During periods of restructuring and system change, NHS finance staff in the South West can access a range of support designed to provide clarity, confidence, and practical help.

Colleagues can access:

- Clear communication and updates through the South West Finance Academy
- Practical employability support including CVs, interviews and applications
- Coaching and mentoring to support career decisions and confidence
- Career development programmes aligned to all Agenda for Change bands
- Access to national tools, guidance and case studies via One NHS Finance

- Professional development, networks and resources through the South West Finance Academy, HFMA and One NHS Finance
- Local wellbeing support, including Mental Health First Aiders and webinars
- Opportunities to connect with peers across the region and share experiences

The South West Finance Academy works with system partners to ensure support is consistent and accessible. The aim is to make sure colleagues feel informed, supported and able to take the next step, whatever that may be.

CAREER DEVELOPMENT AND INSIGHT

Understanding career pathways and opportunities is particularly important during times of change. The South West Finance Academy provides a range of initiatives to help colleagues explore options and build confidence.

Career stories

Real-life experiences shared by colleagues across the region, showcasing different career journeys within NHS finance. These stories highlight progression routes and give a clearer picture of how careers can develop over time. They are intended to provide reassurance and practical insight.

“A day in the life” work shadowing programme

This programme gives colleagues the opportunity to spend time with a finance professional in another organisation. It helps build understanding of different roles and how teams operate across systems. You can take part by shadowing someone, being shadowed, or both.

Career development programmes

A range of development opportunities are available across the South West Finance Academy and One NHS Finance for all Agenda for Change bands. These programmes support progression, skill development, and leadership capability. Please [email us](#) for more details.

EMPLOYMENT AND TRANSITION SUPPORT

Organisational change can mean applying for new roles or adapting to new expectations. The South West Finance Academy offers practical support to help colleagues prepare and feel confident throughout the process.

Interview skills sessions

These are tailored 1:1 sessions linked to the role you are applying for. They include mock interviews and structured feedback to help improve performance. The focus is on building confidence and helping you present your experience clearly.

CV workshops

These sessions provide guidance on writing effective CVs and completing applications in line with NHS processes. They help you demonstrate your experience and align it to job requirements. Visit the One NHS Finance events page in the regional section for upcoming dates.

Job application webinars

These webinars explain how NHS applications are assessed and how to approach them successfully. They cover scoring, competencies and how to strengthen your application. Upcoming sessions are available via the One NHS Finance events page.

Coaching support

Coaching is available to support career reflection, decision making and confidence. The South West Finance Academy is offering a limited number of places for six hours of online coaching through the HFMA professional coaching team. Sessions can be arranged flexibly to suit individual needs.

Return to work programme

This programme supports colleagues that have returned from parental leave within the last 12 months. It focuses on rebuilding confidence, supporting the transition back into work, and balancing work and home life. The programme will run from May to October 2026.

Mentoring programme

This programme connects colleagues with mentors to support development, career planning and networking. It is open to staff at all stages, from early career to those looking to progress or change direction. The programme is delivered in partnership with HFMA and is available to eligible members and organisations.

Sponsorship programme

This national programme supports career progression for colleagues from under-represented groups within NHS finance. Sponsors help open up opportunities, provide guidance and connect individuals across systems. The programme is open to colleagues who identify with one or more of the listed groups.





WELLBEING AND MENTAL HEALTH SUPPORT

Organisational change can have an impact on wellbeing, so it is important that colleagues know what support is available and how to access it.

Mental Health First Aid (MHFA)

The Academy has supported 32 colleagues across the region to become trained Mental Health First Aiders. They provide a confidential and approachable point of contact for anyone needing support. You are encouraged to connect with MHFA-trained colleagues across your systems, organisations, and regionally if you need support.

Wellbeing webinars

A range of webinars are delivered throughout the year covering topics such as managing wellbeing during change, nutrition and seasonal wellbeing. Sessions also include practical activities such as yoga. Don't forget to also check the One NHS Finance events page in the regional section for upcoming sessions that are only open to the region!

Health and wellbeing champions

Champions help raise awareness of wellbeing support and share good practice across teams. They also provide a link between staff and regional initiatives, helping ensure support meets local needs. A South West network is available to join and connect with others.

Health and wellbeing resources

A range of guides, tools and resources are available to support wellbeing. These include both local resources and national materials from organisations such as Mind and NHS support services. They cover topics such as stress, resilience and managing change.

EXTERNAL WELLBEING SUPPORT

Below is a selection of national support services and tools available to NHS staff. These can be accessed at any time and provide practical and confidential support:

- Anxiety UK – Support and resources for managing anxiety and related conditions. <https://www.anxietyuk.org.uk>
- Mental Health Foundation – Resources on mental health, prevention and managing stress. <https://www.mentalhealth.org.uk>
- Mind – Mental health advice, guidance on stress, anxiety and coping with change. <https://www.mind.org.uk>
- NHS Practitioner Health – Confidential mental health support, counselling and therapy for NHS staff. <https://www.practitionerhealth.nhs.uk>
- NHS England Staff Support Line – Free emotional support line available 7 days a week (0300 131 7000). <https://www.england.nhs.uk/supporting-our-nhs-people/>
- NHS Every Mind Matters – Practical tips and tools to improve mental wellbeing and resilience. <https://www.nhs.uk/every-mind-matters/>
- NHS Employee Assistance Programme (EAP) – Confidential counselling, financial advice and wellbeing support via your local organisation. Check your Trust intranet
- Samaritans – 24/7 confidential emotional support for anyone who needs someone to listen. <https://www.samaritans.org>
- Unmind – Digital mental health platform with tools to manage stress, sleep and wellbeing. <https://www.unmind.com>



CONCLUSION

The South West Finance Academy is committed to supporting NHS finance colleagues through a period of change. By bringing together regional support with national resources from One NHS Finance and HFMA, colleagues can access a wide range of practical and wellbeing support.

We recognise that change can feel challenging, but there is support available at every stage. Whether you are exploring career options, applying for roles, or looking after your wellbeing, the South West Finance Academy is here to help you navigate this with confidence.

We encourage all colleagues to make use of the support available and stay connected with the South West Finance Academy throughout this period. If there is ever an opportunity you may be interested in but are unsure if it exists or how to access this, please contact us.



FURTHER INFORMATION

Website: onenhsfinance.nhs.uk

Email: one.finance@nhs.net



The South West Finance Academy is a stand alone body that supports training and development across the region. We are here to give everyone in the South West a chance to learn and grow together through our inclusive training and development opportunities. The South West Finance Academy is responsible for ensuring a tailored approach to finance skills training, development and networking. We work to bring together all delivery partners.



One NHS Finance brings together the Future-Focused Finance, National Finance Academy, and the Finance Innovation Forum programmes and networks to make sure that everyone working in NHS Finance has access to skills, knowledge, methods, and opportunities to influence and enhance patient services.