

A faint, light grey silhouette of the United Kingdom is positioned on the left side of the slide, extending from the top to the bottom.

# Achieving More Together

**NHS**  
Royal Papworth Hospital  
NHS Foundation Trust

**NHS**  
North West Anglia  
NHS Foundation Trust

**NHS**  
Cambridgeshire  
Community Services  
NHS Trust

**NHS**  
Cambridgeshire and  
Peterborough  
NHS Foundation Trust

**NHS**  
Cambridgeshire &  
Peterborough

 Cambridgeshire & Peterborough  
Integrated Care System

Cambridge University Hospitals **NHS**  
NHS Foundation Trust



Who are we?

ICB

Community Services Trust

Mental Health Trust

University Teaching Hospital

Specialist Trust

District General Hospitals

# How it all started.....



## National Havelock Award 2021

### Highly commended

**Royal Papworth Hospital NHS Foundation Trust** was highly commended for its continuing efforts to improve individual, team and organisational development, with a focus this year on inclusivity, diversity, innovation, recognition of achievements and sharing of knowledge. A strategy has been developed, giving a structure to learning and development objectives and a clear commitment to delivering these objectives supported by the chief

## Sharing of knowledge



## Vision, Aims & Objectives

To make the Cambridgeshire and Peterborough system the best possible place to work with equality of access to learning, development opportunities and sharing of best practice across all of our organisations

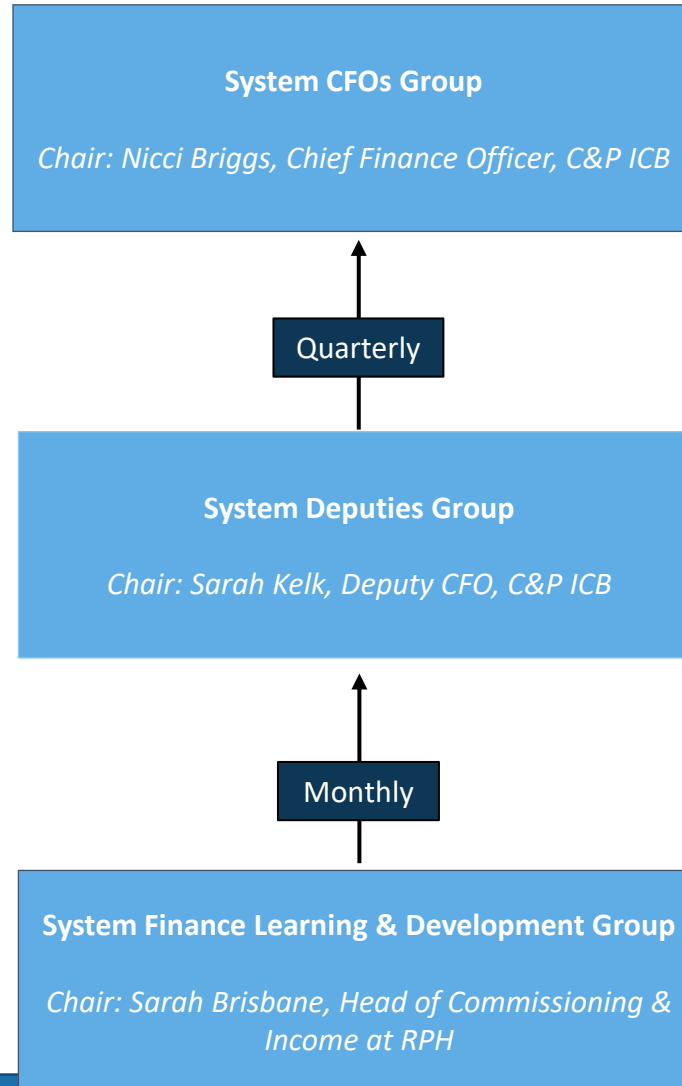


- Career development and progression
- Skills development
- Recruitment, retention and consistency
- Innovation and improvement

# Membership and reporting line

Membership:

- CPFT
- CCS
- CUH
- RPH
- NWAFT
- ICB
- Spec Comm



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## Focus Areas

- Student network
- Study policies
- Ringfenced learning time
- ONF accreditation
- Automation of processes – WD1



TOWARDS EXCELLENCE

TOWARDS EXCELLENCE

TOWARDS EXCELLENCE

TOWARDS EXCELLENCE

# LEVEL 1

# LEVEL 2

# LEVEL 3

NOT ACCREDITED

ACCREDITED

ACCREDITED

ACCREDITED

May  
2022

Cambridge University  
Hospitals  
Cambridgeshire &  
Peterborough NHFT  
Cambridgeshire  
Community Services  
Cambridgeshire &  
Peterborough ICB

North West Anglia  
NHSFT

Royal Papworth NHSFT

May  
2023

North West Anglia  
NHSFT  
Cambridge University  
Hospitals  
Cambridgeshire &  
Peterborough NHFT  
Cambridgeshire  
Community Services  
Cambridgeshire &  
Peterborough ICB

Royal Papworth NHSFT



“We want C&P finance to be a diverse, highly skilled and well respected workforce that works together to support the delivery of world class health and care. The system learning & development group is a key part of encouraging collaboration across the system and creating an innovative mindset to improve our finance functions, develop our people and make C&P finance a place of choice for a career in finance” **Deputy CFO Group**

“Being a part of our ICS L&D group has been a key element of our successful accreditation application. It meant that we could share best practice and existing processes/policies within the group rather than starting from scratch and also had access to some very helpful advice from those who were already accredited (thank you RPH!)”

**CUH**

“CCS are really enjoying the opportunity to work with other local NHS organisations within the system. There is so much knowledge to be shared, and we are looking forward to see how we can all develop together over the next few years” **CCS**

“NWAFT are really excited and have enjoyed starting on this journey to work and share ideas with our colleagues in other trusts. This will benefit our staff enormously and look forward developing and sharing ideas together” **NWAFT**



“We have a fantastic commitment to learning and development at RPH. To be able to not only share our success with our system partners but to see them succeed in their own right has been immensely rewarding. Onwards and Upwards!” **RPH**

“We have seen an increased focus and commitment to learning and development at the ICB and being part of our system L&D Group has emphasised that. It continues to be a successful way of understanding and sharing learning and development information across our system. The energy and enthusiasm of all involved is great to see and be part of and can then be taken back to our own teams. We had great support and collaboration to gain the Level One Accreditation, an achievement we are very proud of.” **C&P ICB**

“We’re already reaping the benefits from being part of our System Finance L&D group – not only have we received advice and support from System Partners who had already been through the ONF Accreditation, meaning our own L1 submission was more robust than it perhaps would have been without, but we’ve also brought back ideas in-house following the L&D group meetings which we’ve used to facilitate improvement and engagement discussions within our own Team. Collaborating with the System has been a win-win for us” **CPFT**

## Next Steps

- Next level accreditation
- WD1
- New focus areas
- Innovation & best practice
- Quick wins
- Engagement
- Encouragement
- Success



# Learnings

- Dedicated time
- Structure
- Senior support
- Understanding each other



## Top Tips from C&P

- System colleagues
- Structure
- ONF assessor
- Innovation
- Share
- Involvement of colleagues in wider teams



# CELEBRATE ACHIEVEMENTS



Cambridgeshire & Peterborough Finance L&D

## The end and the beginning

“The success of these collaboratives will depend on compassionate system leadership across organisations that historically have little experience in working together to bring about change at the scale and pace that now seems essential.”

“We know what’s required to meet the challenges facing the NHS – high levels of innovation within and between organisations. Now the key is for leaders in every organisation to make it happen by recognising that innovation takes courage, persistence and confidence”

<https://www.kingsfund.org.uk/audio-video/michael-west-collaborative-compassionate-leadership>

