Celebrating Success

Celebrating the successes of healthcare professionals in the east of England, and recognising and applauding excellence in healthcare leadership

Awards Programme

26 November 2015
AirSpace
Imperial War Museum
Duxford
Cambridgeshire

Delivered in partnership with:
NHS Leadership Academy
Welcome to the east of England Celebrating Success Awards. This evening we come together to recognise and applaud the contributions of leaders, learners, educators, researchers and innovators to great health care.

What do these people have in common?

While they may not all see themselves as such, all are leaders. Great leadership is integral to the delivery of excellent patient care in all healthcare settings. The people we are recognising tonight are leading by example, leading thinking, leading learning, leading innovation and leading for patients.

More than 297 colleagues were nominated for this evening’s awards and 67 finalists were selected for their outstanding contributions to patient care and service excellence.

Health Education England’s purpose is to develop the NHS workforce and ensure it will meet the needs of patients in the future. We know that great leadership, innovation and quality education at all levels directly improves the quality and safety of care, and our finalists and winners this evening are all testament to the talent in the east of England and the passion to continuously improve the service for our patients.

The NHS needs role models at all levels, who are prepared to drive improvements and inspire change at a time of enormous financial challenge and increased public expectations. People who are able to drive patient-focused care, work collaboratively across organisational boundaries, bring out the best in others, value diversity, and be focused on service transformation through innovation and change. These people make the difference between good and great care and they deserve to be recognised.

From the nurse who is a great mentor for the students on the ward, to the doctor in training who suggests a new approach to an old problem, leadership is not just for the Board room. It can be found throughout the NHS, education and healthcare. That’s what tonight is about.

Join us in recognising great work and fantastic people from across the east of England, celebrating excellence and promoting a leadership culture which values, recognises and rewards our staff, learners and trainees.

The East of England NHS Leadership Recognition Awards 2015 are being held as a regional event in the run up to the National Leadership Recognition Awards to be held next March in London. The nine category winners from the east of England will automatically be put forward for an award in the same category at this prestigious national event.
Congratulations to everyone who has been nominated for a regional NHS Leadership Recognition Award - we are proud to celebrate your continued hard work, perseverance and positive impact that you clearly have on those around you.

You have each shown outstanding leadership qualities that have inspired your colleagues and teams and it is a privilege to hear more about how you are all working towards improved patient care.

The NHS Leadership Academy aims to develop great leaders at all levels of the health system and the Recognition Awards give us a brilliant opportunity to profile people at every level, in every organisation, who both champion our beliefs and values and who also go the extra mile to motivate their peers and provide an excellent service to our patients.

Well done again for your nomination, and thank you to those who made the nominations - you are all helping us to highlight, through some extremely high quality examples, some of the fantastic people we have working across health and social care.

Sending you all my best wishes in this very competitive process and I look forward to seeing those of you who go through to the national final in March next year.

Enjoy your night.

Jan Sobieraj
Managing Director,
NHS Leadership Academy

6.30pm
Drinks Reception
Nominees and guests are invited to attend a drinks reception*

7.15pm
Finalists and Winners
We recognise and celebrate our outstanding finalists and winners.

7.45pm
Dinner
An awards dinner will be served as a set menu for the evening.

9.15pm
Awards Ceremony Continued

10.30pm
Event Closes and Carriages

*Welcome drinks sponsored by MILLS & REEVE
QUALITY IN EDUCATION AND TRAINING AWARDS

Finalists from all categories were showcased last month at the Annual Educators Conference, where the following winners were announced. Tonight these winners will be collecting their awards as we celebrate their achievements.

Winner of Research Poster of the Year 2015

MENG WANG
ST3 Haematology, Cambridge University Hospitals NHS Foundation Trust

Title: Targeting Ion Transporters in MAPK-dependent Haematological Malignancies

Winner of Quality Improvement Project Poster of the Year 2015

GEMMA PARTRIDGE
ST5 Obstetrics and Gynaecology, Colchester Hospital University NHS Foundation Trust

Title: Aspirin for the prevention of pre-eclampsia: how can we do better?

Winner of Educational Intervention Project Poster of the Year 2015

MOHSAN MUNIR MALIK
FY1, The Princess Alexandra Hospital NHS Trust

Title: The effect of cognitive rehearsal on assessment of acutely unwell patients
QUALITY IN EDUCATION AND TRAINING AWARDS

Winner of Patient Safety Poster of the Year 2015

ROTIMI JAIYESIMI
Associate Medical Director for Patient Safety and Consultant Obstetrician and Gynaecologist, Basildon and Thurrock University NHS Foundation Hospital

Title: Reducing Sepsis Mortality Using QI Methodology

Winner of Leadership Project Poster of the Year 2015

ANN WILLIAMS
Clinical Leadership and Development Nurse, Luton and Dunstable University Hospital NHS Foundation Trust

Title: Ward Manager Leadership Role

Winner of Trainee/Student Research Paper of the Year 2015

SAM BEHJATI
ST5 Paediatrics, East and North Hertfordshire NHS Trust

Genome sequencing of normal cells reveals developmental lineages and mutational processes.

In this paper Sam devised and employed a novel method to reconstruct embryology and to study mutational process in normal cells, using whole genome sequences of single cell clones. The paper was awarded the Donald Paterson Prize of the Royal College of Paediatrics and Child Health, a prize awarded for the best scientific articles written by a pre-Consultant paediatrician.

Winner of Leadership Project Poster of the Year 2015

ANN WILLIAMS
Clinical Leadership and Development Nurse, Luton and Dunstable University Hospital NHS Foundation Trust

Title: Ward Manager Leadership Role

Winner of Trainee/Student Quality Improvement Project of the Year 2015

TALITHA MIRJA DE VRIES
CT2 Anaesthetics, Basildon and Thurrock University Hospital NHS Foundation Trust

Use of the National Hip Fracture Database for Quality Improvement in Anaesthesia for Hip Fracture Patients.

The aim of this quality improvement project was to implement the recommendations of the Anaesthetic Sprint Audit of Practice 2013 in order to give hip fracture patients the best care possible. The project showed very good results - quickly reaching its target rate for spinal anaesthetics, showing that interventions do not need to consume many resources to be effective.

Winner of Trainee/Student Leader of the Year 2015

AISHA GAIDO
Adult Nursing BSc (Hons) Student, Anglia Ruskin University

Nominated by Joe Laryea, Clinical Learning Environment Lead, Health Education East of England

Aisha is a very keen and enthusiastic student nurse who goes out of her way to assist students both in practice and in the university. She has a very kind, caring and compassionate manner and treats people with respect and dignity, as seen in the university and from feedbacks from practice. This dedication has seen Aisha voted in by unanimous vote for each year of her course as a course representative by all her colleagues and as a faculty representative by students within the FHSCE (Faculty of Health, Social Care and Education) in her final year.
QUALITY IN EDUCATION AND TRAINING AWARDS

Winner of Trainee/Student Educator of the Year 2015

VASS VASSILIOU
SpR Cardiology, Papworth Hospital NHS Foundation Trust
Nominated by Manoj Goonewardene, Consultant Cardiologist

Dr Vassiliou consistently and clearly demonstrates his immense passion for education and his exemplary dedication in the training of doctors. He has received excellent feedback for his clinical supervision of Cambridge University undergraduates and trainees who he supported with bedside teaching, exam preparation and helping to get the “so desired” first publication.

Winner of Educator of the Year 2015

KUNLE ASHAYE
Consultant Psychiatrist, Hertfordshire Partnership University NHS Foundation Trust
Nominated by Peter Goodleman, Jackie Knight, Philip Anthony, Ravi Raja, Dilini Jayalath, Nancy Nyamande, Sonika Bhasin, Juanita Hoe, Victor Asamoah

Kunle’s enthusiasm, passion and most important value for continuing professional development is outstanding from both an inter-professional and intra-professional learning perspective. Kunle’s dedication towards training, development, education and research, for which he received the Chief Executive Officer’s award, is exemplary. His dedication is evident by spending long hours after work ensuring all his targets relating to training and education are being met.

EAST OF ENGLAND NHS LEADERSHIP RECOGNITION AWARDS

NHS Board/Governing Body of the Year 2015

CAMBRIDGESHIRE COMMUNITY SERVICES NHS TRUST
Nominated by Karen Mason, Head of Communications

As a result of clear strategy and an open, learning culture, the Trust was rated the best community trust in the country for staff engagement in 2014. The Board is improving the working lives of staff through a proactive ‘Live Life Well’ programme, and the Health Service Journal and Nursing Times awarded the Trust a winner of the ‘best employer’ category for community trusts. The Trust’s performance has been rated in the top classification by the Trust Development Authority having achieved over 90% of its contractual targets. The latest CQC inspection identified “good clinical leadership throughout all units and a visible, strong leadership at Board level.”

LETTE OF ENGLAND NHS LEADERSHIP RECOGNITION AWARDS

OUR FINALISTS

NHS Board/Governing Body of the Year 2015

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Cambridgeshire Community Services NHS Trust
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HERTFORDSHIRE PARTNERSHIP UNIVERSITY FOUNDATION NHS TRUST BOARD OF DIRECTORS

Hertfordshire Partnership University NHS Foundation Trust
Nominated by Sheena Hobbs, Interim Deputy Director of Marketing, Communications and Engagement

The Board has established a five year strategy to reflect the views and priorities of service users, carers, staff, and other stakeholders. They promote a caring, transparent and open culture in order to be the leading provider of mental health and specialist learning disability services in the country. They demonstrated this by leading the Trust through a robust CQC inspection which resulted in a ‘Good’ rating, making it one of only a handful of mental health trusts around the country to have achieved this honour. The Board ensures equality and diversity is high on the agenda and the Trust has previously been included as one of Stonewall’s top 100 gay-friendly employers.
WES SUFFOLK NHS FOUNDATION TRUST BOARD

Nominated by Bruce Kynoch, Head of Communications, The Strategic Projects Team

The Board not only assures the provision of high-quality services to improve the lives of their patients, staff and local population, they also fully engage and involve them. The 2014 National NHS staff survey places the Hospital in the top 20% of all acute trusts for overall staff engagement and recommendation of the Trust as a place to work or receive treatment. The Stroke Unit, which was under threat four years ago, has been in the top 5% in the country over the last 18 months and the best unit in the region.

TIM ANFILOGOFF
Integration Lead, Herts Valleys Clinical Commissioning Group

Nominated by James Buckley, Communications Manager

As a carer himself, Tim is committed to improving carer recognition in primary, secondary and social care. Launched and adopted by the Herts Valleys CCG in 2014, Tim’s three-year strategy for carers aims to encourage improvements for an often overlooked social group, assisting those least likely to ask for local community help. The strategy aims to treat carers as a full 10th protected group with their needs identified and reflected by all CCG contracts with providers. Tim is never afraid to challenge the perversities in society and systems which may work to the detriment of the vulnerable and the voiceless.

MONICA JACOT
Equality and Diversity Lead, Cambridge University Hospitals NHS Foundation Trust

Nominated by Karen Clarke, Associate Director of Workforce

Passionate about inclusivity, Monica is truly dedicated to ensuring patients, staff and visitors are treated with dignity and respect during every interaction. She is behind the Equality and Diversity Staff Group and LGBT and Straight Alliance, and has worked with a wide range of local and national groups to ensure the Trust is inclusive. She has also engaged with service leads across the Trust in campaigning work, be it learning disabilities, dementia, or mental health. Monica also runs a calendar of events to promote greater awareness and understanding, including LGBT History month events, Autism Awareness Week and Mental Health Awareness week.
EAST OF ENGLAND NHS LEADERSHIP RECOGNITION AWARDS

★ NHS Leader of Inclusivity of the Year 2015

SPECIAL CARE DENTAL SERVICE
Hertfordshire Community NHS Trust
Nominated by Monika Kalyan, Equality and Diversity Manager

In August 2014 the Special Care Dental Service was the first dental service to be awarded the Purple Star kite mark for delivering high quality care to patients with a learning disability. 92.8% of patients had commented that they felt completely safe and comfortable throughout their procedure. The Dental Service has worked to become inclusive, fair and diverse, achieving this by putting personal and compassionate care for patients with learning disabilities into practice.

★ NHS Innovator of the Year 2015

DR. DAVID HO
Consultant Forensic Psychiatrist and Clinical Research Lead of the Secure Mental Health Services, South Essex University Partnership NHS Foundation Trust
Nominated by Dr. Milind Karale, Executive Medical Director

David has initiated the establishment of several ground-breaking programmes for mentally disordered offenders within a regional secure psychiatric unit. One is a structured horticultural group programme which increases the clinical effectiveness of rehabilitation and recovery, offering patients vocation opportunities upon discharge. David is also leading a project to improve medical reviews of patients placed in seclusion out of hours, which reviews these patients four-hourly through a live video link.

CLAIRE JAY AND DR. RAKESH RAJA
Transformation Lead and Governing Body Member/Clinical Lead for Planned Care, West Suffolk Clinical Commissioning Group
Nominated by Ed Garratt, Chief Operating Officer

Claire and Rakesh have led the development of a hip and knee assessment service which aims for an improved outcome for patients who may not necessarily benefit from surgery, as well as a greater patient involvement in the treatment process. An estimated 2000 patients have gone through the service, with their outcomes and speed at which they get an operation, if needed, being greatly improved. The forum created to put this service into place and to keep it performing well has been invaluable in building trust between individuals and organisations. The openness
and honesty of sharing best practice across the system has benefitted not only patients in West Suffolk but elsewhere in the east of England.

**FIONA SIMPSON, ALISON DOSSETTER AND DIPESH SONGARA**
Antibiotics Prescribing Team, East and North Hertfordshire Clinical Commissioning Group and Herts Valleys Clinical Commissioning Group

Nominated by Susan Haigh, Communications Service Manager

East and North Hertfordshire CCG was the first in the country to include practice audits of antibiotic compliance in its commissioning framework, and the resulting 14% reduction in broad-spectrum antibiotic prescribing was accompanied by a 42% reduction in community Clostridium difficile cases. The team also held antibiotic management sessions for GPs and built and strengthened partnership working between the CCGs, GPs and acute trusts.

**CARRIE CATLIN**
Manager of Single Point of Access, Hertfordshire Partnership University NHS Foundation Trust

Nominated by Sue Cooper, Team Leader

Carrie enthusiastically encourages team members to develop their professional interests and leadership skills - all staff within the Single Point of Access team have successfully advanced their skills in new forums or avenues. Carrie is constantly adapting the SPA’s processes to result in the best experience for both the patient and the worker, including the introduction of a telephone survey line. Carrie is eager to educate all stakeholders to ensure that external individuals and agencies are well equipped to deal with growing mental health concerns, including developing easy to read documents and participating in large mental health training sessions for GPs and the Health and Social Care Spectrum.

**CAROLYN FOWLER**
Deputy Director of Nursing, Education and Patient Experience, East and North Hertfordshire NHS Trust

Nominated by Pat Cotton, Clinical Leadership Facilitator

Carolyn has been instrumental in the development of the Ward Accreditation Project, which aims to support ward managers and empower teams by reaching high standards of nursing, midwifery care and ward management. Carolyn passionately believes that confident and competent staff improves patient outcomes. Under Carolyn’s leadership the number of staff achieving all 9 compliance competencies has risen from 8% to 58.02%. Carolyn is a creative innovator and an inspirational leader, motivating her team to aim for the top.
EAST OF ENGLAND NHS LEADERSHIP RECOGNITION AWARDS

⭐ NHS Development Champion of the Year 2015

**DR JUNO JESUTHASAN AND DR IMRAN QURESHI**
General Practitioners, NHS Ipswich and East Suffolk Clinical Commissioning Group

Nominated by Gussy Alamein, Press Officer

Dr Jesuthasan and Dr Qureshi have led an exemplary programme of development and training for GPs and practice staff which improves the level of care received by the community. The programme features monthly training sessions, which attract around 200 staff each; lectures and wide-range of online learning resources such a dedicated YouTube training channel. The team has also created a Practice Managers Forum, which gives managers the opportunity to share information and good practice.

⭐ NHS Emerging Leader of the Year 2015

**JESSICA BROWN**
Assistant Business Development Manager, Norfolk Community Health and Care NHS Trust

Working with clinicians and corporate experts, Jessica has led the development of a new heart failure service model, ensured its commercial and financial viability and developed an implementation plan, which is benefitting patients who otherwise would add further pressure on an already pressurised local acute trust. Jessica is currently working on a project to redesign the end of life services for West Norfolk which will transfer care out of hospital and into the community ensuring better patient outcomes and experience.

**DANIEL FOUNTAIN**
Researcher, Brainbow Neuro-Rehabilitation Service, Cambridge University Hospitals NHS Foundation Trust

Nominated by Katie Johnson, Advanced Paediatric Occupational Therapist

Daniel has published a review of multidisciplinary rehabilitation, and is currently leading his team in developing further reviews of rehabilitation models and outcome measures. This has enabled the delivery of a robust and evidence-based outcome measure schedule design for the service. Daniel’s leadership and management training enabled him to establish two new organisations. One is Cambridge Health Leaders, which runs management and leadership projects for medical students and has identified a £1.2 million saving through a cost improvement programme. The other is QuID, a quality improvement database which enables students to share their work developing and improving patient services.
LEAH JOHNSON
Young People’s Participation Coordinator, Hertfordshire Partnership University NHS Foundation Trust

Nominated by Sophie Taylor, Inclusion and Engagement Manager

Leah developed and supported a young people’s participation group. Through its work, this difficult to reach group have become better engaged with the Trust services. This has helped the trust to gain national recognition for its approach. Leah has been particularly successful in designing, planning and delivering “in-house” training for young people in LGBT issues. This programme is soon to be rolled out across the trust. Leah has also developed an interview training course for young people. This was so successful that is has been adapted for use by adult service users and carers throughout the trust.

SHAHEEN MANNAN
Specialty and Associate Specialist Doctor of Obstetrics and Gynaecology, Basildon and Thurrock University Hospitals NHS Foundation Trust

Nominated by Amaju Ikomi, Consultant Obstetrician and Gynaecologist

Shaheen’s leadership of SAS training has inspired junior doctors to develop special clinical skills in colposcopy and urogynaecology. Highly respected by her peers, Shaheen was elected as SAS Representative for Board of School in 2012. Her patient satisfaction survey in the urodynamics clinic resulted in her nomination for a staff recognition award in 2011. In 2013 Shaheen performed a survey of gynaecologists across Essex regarding knowledge of electrosurgical equipment. She presented the results at the Royal College of Obstetricians and Gynaecologists World Congress in 2014, where she also took the opportunity to explore awareness of maternal sepsis among healthcare workers.

MOHAN PHULMATTIE
Ward Manager and Senior Sister, Queen Elizabeth Hospital Kings Lynn NHS Foundation Trust

Nominated by Catherine Morgan, Director of Nursing

Mohan has undertaken a leadership role at a challenging time for the Ward. She has spent time providing direct patient care to support and coach her staff, motivating them to provide the best quality of care. Mohan has gradually built a strong senior team to support her and has nurtured junior staff through the creation of a senior nurse educational role. Through role modelling behaviours and values, being highly visible and focusing on direct patient care, Mohan has achieved notable improvements - the vacancy rate on the ward is now < 5% from > 20% and appraisal rates have increased from < 40% to 100%.
EAST OF ENGLAND NHS LEADERSHIP RECOGNITION AWARDS

★ NHS Outstanding Collaborative Leadership of the Year 2015

FOOD FIRST TEAM
South Essex University Partnership NHS Foundation Trust

The Food First team has worked on a project which has helped empower patients and colleagues and ensure that dietetic treatment can be focused on those who need it most. The team’s practice of sharing their experience instead of prescribing answers has led to a culture where everyone has a role, with patients, professionals and CCG members across the country having access to resources and readable dietetic information. This project has led to a significant reduction in the use of prescribed oral nutritional supplements for residents at risk of malnutrition, usage locally being half that in the rest of the east of England.

NORTH EAST ESSEX DIABETES SERVICE
Anglian Community Enterprise Community Integrated Care

Nominated by Angela Barry, Clinical Lead for Podiatry

This team introduced a new integrated model of care for diabetes services in order to reduce the need for hospital appointments and making quality care accessible closer to the patients’ home whilst providing greater support to clinicians. The project has brought independent services together with one common purpose to improve patient outcomes, with organisations directly involved in devising the new patient care pathway. The information is shared freely and services are treated as partners in providing the collaborative patient approach. The team has invested significantly in engagement events, peer support groups and social media to involve patients in ongoing development of the service.

WEST SUFFOLK CARE HOME MODEL
West Suffolk Clinical Commissioning Group

Nominated by Gussy Alamein, Press Officer

The project has delivered a drop in the number of hospital admissions from care homes, relieving pressure on the hospitals and enabling financial savings for the CCG. The cornerstone of the project has been talking with residents and their families about planning for an emergency and has guaranteed a huge level of comfort, support and peace of mind. This innovative model has identified specific gaps in services and has drawn together professionals from across the spectrum of care to address arising issues. Whilst the primary focus was intended to reduce acute admissions, through collaborative working the model has yielded far greater benefits for the health and social care system across west Suffolk. The CCG is now investing to extend the model across additional care homes in Suffolk.
MELANIE BRUCE
Clinical Psychologist, Norfolk Community Health and Care
NHS Trust

Nominated by Anna Morgan, Director of Quality and Nursing

Melanie has led an innovative team who work in the community to support children with learning disabilities who are at risk of having to leave their homes due to mental health or behavioural problems. Imaginative, resourceful and leading by example, Melanie is passionate about the interests of those she works with. She takes every opportunity to advocate for children with severe learning disabilities and the intensive support services she leads. Melanie is committed to person-centred, holistic care and support. Melanie continually asks for feedback, making her team aware they have so much to learn from children and their families - patients are at the centre of everything Melanie and her team do.

ANDREW MACPHERSON
Managing Director, The Strategic Projects Team

Nominated by Bruce Kynoch, Head of Communications

Andrew’s work on the revolutionary Friends and Family Test has led it to become the largest patient experience programme in the world. Inspired by Andrew’s experience in the private sector, the FFT provides a tailored mechanism for patient feedback which can be used by healthcare providers to understand people’s needs and improve patient experience. Building on this, Andrew and his team created the ‘Towards Service Excellence’ programme, which has delivered workshop and webinars for almost 5,000 frontline staff across the Midlands and East.

ANN NUTT
Chair of Patient Panel, Princess Alexandra Hospital
NHS Trust

Nominated by Shahid Sardar, Head of Patient Engagement

Over two years, Ann has created and developed the Patient Panel, which has evolved to a coalition of exceptional leaders volunteering in areas of health services they are passionate about. As a patient with a long term condition herself, Ann has championed understanding of people with disabilities of every type. She has also reached out to young people in the local community with mental health conditions to involve them in the service and make their voices heard. An unpaid volunteer, Ann dedicates large amounts of time every week to drive home her vision of an integrated health and social care system, which fully values every life in emergency situations or at the end of their journey. All of her achievements stem from her courageous, thoughtful and good humoured leadership.
NHS Mentor/Coach of the Year 2015

TANIA DUNN
Senior Occupational Therapist, Hertfordshire Community NHS Trust

Nominated by Danielle Sharkey, Occupational Therapist

Tania’s ability to put people at ease encourages the most timid students and newly qualified staff to become confident clinicians. In tune with the needs of people around her, Tania knows exactly how to support every member of her team effectively, as well as her patients. Tania is dedicated to the development and supervision of others, harnessing her interpersonal skills to enhance the learning experience of junior doctors. She creates a supportive, honest and inclusive environment that allows people to learn effectively and build up their confidence, instilling a commendable ‘can do’ attitude.

STEPHEN HARBOTTLE
Consultant Embryologist and Person Responsible, Cambridge University Hospitals NHS Foundation Trust

Nominated by Alex Cavanagh, Commercial Development Manager

Stephen is an effective leader and decision maker but above all a team player. He heavily commits to his trainees to ensure they get the support they need throughout their training period, setting objectives to be revised at 1:1 meetings and reviewing essays, often during weekends. Over the last year the team at Cambridge IVF has grown, leading Stephen to encourage the senior members of his team to take up line management responsibility. He often seeks funding to allow his staff members to attend workshops and conferences, then encourages them to give a presentation to the rest of the team to ensure the experience is shared.

DR. GLADVINE MUNDEMPILLY
Consultant Psychiatrist and Director of Medical Appraisal and Revalidation, South Essex University Partnership NHS Foundation Trust

Nominated by Dr. Milind Karale, Executive Medical Director

Gladvine’s highly-developed coaching and mentoring skills and an extraordinarily approachable manner has gained him the deepest respect and admiration of colleagues at all levels. Possessing strong personal skills and the ability to inspire trust, he encourages colleagues to look clearly at their problems and come up with solutions and then supports them towards success. This energetic “can-do” attitude and positive reinforcement has led to many colleagues achieving their goals - even when they had lacked confidence in their own abilities. Much of his help and assistance has been done informally, as he is famous for his truly ‘open door’ policy, and provides a ‘listening ear’ to individuals with deeply personal problems who value his openness, honesty and a strongly inclusive approach.
HAGEN GEROFKE
Clinical Lead of Acute Medical Units and Ambulatory Emergency Care, Basildon and Thurrock University Hospitals NHS Foundations Trust

Nominated by Spencer Humphrys, Divisional General Manager

Hagen is well known throughout the hospital for his commitment, passion for patients and clinical excellence and he role models the Trust and NHS values on a daily basis. His drive to deliver the very best care with no exceptions is evident in all he does and this inspires those around him to strive for the same. In the last year alone, Hagen has helped set up a new service which is now essential in Trust operations, championed technology to replace paper systems and is already developing new care models to ensure safety and quality care continue to improve on his units. Hagen encourages staff development and builds such good relationships with staff that recruitment is easy for the unit - ex staff members want to come back and be part of the team again.

MICHAELA JONES
Lead Nurse, John Farman Intensive Care Unit, Cambridge University Hospitals NHS Foundation Trust

Nominated by Katie Hutchinson, Senior Sister

Michaela is a leader, motivator and innovator whose positive personality is infectious. She is dedicated to the professional development of staff, always being consistent, fair and without bias. She is an empowering leader who encourages people to meet their potential rather than conforming to a mould. Michaela recently led the Unit through a gruelling CQC inspection which left staff demoralised and distressed, where she took the lead in guiding the team through an alien situation and inspiring their confidence. She has exhibited the principles of coaching and mentoring, with all staff encouraged to move outside their comfort zones, and has stretched long-standing managers to think differently, inspiring them to reflect and push to be the best they possibly can be.

CLARE MORRIS
CEO, NHS West Essex Clinical Commissioning Group

Nominated by Kay Odysseos, Communications and Engagement Manager

Clare always puts patients at the heart of all decision making and she has ensured that listening to patients is not just a statutory duty but fundamental to the service’s work. She initiated an extensive communications and engagement campaign to establish local views, which directly informed the vision and plans for the next decade. Clare leads the CCG to be functioning above and beyond its capabilities and striving towards integration, motivating her staff to deliver high quality services with better joined-up health and social care. Clare has reconnected local organisations, leaders and managers, creating the right conditions and infrastructure to deliver changes needed for integration and innovation.
We thank the following judges of the Quality in Education and Training Awards and Leadership Recognition Awards for all their diligence and hard work:

**Sue Agger**
Senior Quality Improvement Manager, Health Education East of England

**Richard Atienza-Hawkes**
Executive Director, Organisational Development and Human Resources, Provide CIC

**Elena Baker-Glenn**
Speciality Trainee in General Adult/Old Age Psychiatry, Hertfordshire Partnership University NHS Foundation Trust

**Ian Barton**
Head of School of Medicine, Programme Director - Simulation (HEEoE), Consultant, Basildon and Thurrock University Hospitals NHS Foundation Trust

**Andrew Bateman**
Neuro Rehab Clinical Lead, Cambridgeshire Community Services NHS Trust

**Alex Baxter**
Director of Dental Education, Head of School of Dentistry, Health Education East of England

**Chris Birbeck**
Head of Education and Quality, Health Education East of England

**Stuart Bloom**
Chair, Health Education East of England

**April Brown**
Deputy Clinical Quality Director, NHS Trust Development Authority

**Alys Burns**
Head of Education and Quality (Secondary and Tertiary Care) / Deputy Postgraduate Dean, Health Education East of England

**Edwin Chilvers**
Professor of Respiratory Medicine, Director, Clinical Academic Training Office, Cambridge University Hospitals NHS Foundation Trust

**Maria Cooke**
Quality Improvement Fellow - Sustainability, ST7 Obstetrics and Gynaecology, Ipswich Hospital NHS Trust

**Judy Croot**
Professional Advisor, Health Sciences, Health Education East of England

**Paul Deemer**
Head of Equality, Diversity and Human Rights, NHS Employers

**Simon Downs**
GP Associate Postgraduate Dean, Health Education East of England

**Paul Driscoll-Evans**
Head of Department (Nursing Studies), University Campus Suffolk

**Kath Evans**
Head of Patient Experience, NHS England

**Julie Fryatt**
Director of Workforce and Organisational Development, Colchester Hospital University NHS Foundation Trust

**Catherine Goodall**
Consultant in Health Improvement, Public Health England

**James Holland**
Customer Inclusion and Engagement Team Manager, Hertfordshire Partnership University NHS Foundation Trust

**Liz Houghton**
Patient and Public Voice Partner

**Mark Jarman-Howe**
Chief Executive, St Helena Hospice

**Sally Judges**
Professional Advisor for Allied Health Professions, Health Education East of England

**Jinjer Kandola**
Deputy Postgraduate GP Dean (Career and Performance), Health Education East of England

**Ann Nugent**
Head of Clinical Quality, Non-Medical Clinical Tutor, South Essex Partnership University NHS Foundation Trust

**Pat Phen**
Consultant Cardiologist, Basildon and Thurrock University Hospitals Foundation Trust

**Andrew Macpherson**
Managing Director, The Strategic Projects Team, NHS England

**Sarah Massie**
Senior Consultant Leadership and Organisational Development, The Kings Fund

**Angie McBain-Heilmann**
DCP Tutor, Luton and Dunstable University Hospital NHS Foundation Trust

**Clare Morris**
Academic Director, St Andrews Healthcare

**Steve Morrison**
Director of Human Resources and Organisational Development, NHS England (Midlands and East)

**Boyd Mullins**
Executive Lead - Workforce Partnerships, Health Education East of England

**Vijay Nayar**
Deputy Postgraduate GP Dean (Career and Performance), Health Education East of England

**Ann Nugent**
Head of Clinical Quality, Non-Medical Clinical Tutor, South Essex Partnership University NHS Foundation Trust
OUR JUDGING PANEL

Anita Pisani  
Deputy Chief Executive and Director of Workforce and Transformation, Cambridgeshire Community Services NHS Trust

Jenny Price  
Head of Innovation, Health Education West Midlands

Brenda Purkiss  
Patient and Public Voice Partner

Mansoor Qureshi  
Dental Tutor, Basildon and Thurrock University Hospital NHS Foundation Trust

Kate Read  
Head of Education and Performance, Health Education East of England

Alison Shelley  
Director of Human Resource and Organisational Development, Hertfordshire Community NHS Trust

Debbie Sorkin  
National Director, Systems Leadership

Jason Stokes  
Dental Foundation Training Programme Director, Health Education East of England

Jacky Syme  
Practice Development Lead, 0-19 Service, South Essex Partnership NHS Foundation Trust

Ruth Taylor  
Pro Vice Chancellor and Dean of the Faculty, Anglia Ruskin University

Carole Taylor-Brown  
Director of Tamarix People

Justine Thompson  
Patient and Public Participation Lead, Strategic Clinical Network and Senate (East of England), NHS England

Lesley Watts  
Chief Executive, Chelsea and Westminster Hospital NHS Foundation Trust

Liz Webb  
Deputy Chief Executive Officer, Arthur Rank Hospice

Susan Went  
Patient Safety Collaborative Director, Eastern Academic Health Science Network

Tony Young  
National Clinical Director for Innovation, NHS England

Alastair Watson  
Clinical Professor, University of East Anglia

Hannah Woolnough  
Dental Foundation Training Programme Director, Health Education East of England

SPEAKERS/PRESENTERS

Rob Bowman  
Director, Health Education East of England

Neil Sellen  
Organisational Development Programme Lead, Health Education East of England

Neil has worked in a variety of strategic HR and OD roles at director level in acute, community health, mental health and strategic body settings. He is now most interested in organisational change; developing leaders, problem resolution and working to develop a supportive culture in the NHS. Neil is an experienced facilitator of groups and conferences, and a member of the East of England network of management coaches. Away from work, Neil enjoys horse-riding and playing tennis; although he keeps the two separate since the last accident.

Tony Young  
National Clinical Director for Innovation, NHS England
**SPEAKERS/PRESENTERS**

**Stuart Bloom**  
Chair, Health Education  
East of England

Stuart joined Hertsmere Primary Care Trust as a Non-Executive Director in May 2003. He became Chair of Hertsmere PCT in October 2004 then Chair of West Hertfordshire PCT in October 2006, when the then eight PCTs were consolidated into two. Stuart was appointed Chair of NHS Hertfordshire in April 2010. An independent management consultant, Stuart lives in Bushey Heath. He is also Deputy Chair of Herts Valleys CCG.

*Presenter of the NHS Board/Governing Body of the Year 2015 Award.*

**Professor Bill Irish**  
Postgraduate Dean, Health Education  
East of England

Bill is based in Cambridge. He trained in Cambridge and London, before training as a general practitioner in Bath and pursuing a parallel career in postgraduate medical education. Until recently he was Director of GP Education in Health Education South West, chair of COGPED and co-chair of the MDRS quality and standards group for the UK. He has research interests in high-stakes assessment and medical trainee recruitment and selection. Outside of work Bill remains a keen but ageing triathlete, and enjoys chasing around after his 3 (almost) grown up children.

**Dr Clare Price-Dowd**  
D.H&SCP, MA, MA, BA(Hons), RGN, RHV, Senior Programme Lead, NHS Leadership Academy

Clare has worked in the NHS for all her career. Initially trained as a nurse in Nottingham she spent 13 years as a Health Visitor and practice teacher before moving into management and education. Clare spent 3 years as a Senior Lecturer at the University of Derby before moving into national roles across the NHS with the NHSU, NHS Institute for innovation and Improvement and latterly the NHS Leadership Academy where she is currently the senior programme lead for Memberships and Evaluation Academy.

**James Holland**  
Customer Inclusion and Engagement Team Manager at Hertfordshire Partnership University NHS Foundation Trust

James currently manages the Customer Inclusion and Engagement Team at Hertfordshire Partnership University NHS Foundation Trust, the NHS provider of Mental Health and Specialist Learning Disability Services within Hertfordshire and parts of Norfolk and Essex. James has worked in the NHS for the past 15 years, specialising in health initiatives for men and Minority Ethnic Groups before moving into the role of Equalities Manager with HPFT in 2006 and subsequently his current role. His current team is responsible for delivering a range of portfolios including equalities, human rights, carers, service user and carer involvement, award winning peer programmes, spiritual care/chaplaincy, advocacy and service experience. James was the winner of the NHS Leader of Inclusivity category for EoE region in 2014.

*Presenter of the NHS Leader of Inclusivity of the Year 2015 Award.*
**Susan Went**  
MCSP, MBA, MPH, Director of Patient Safety for the Eastern Academic Health Science Network and a member of the national Patient Safety Programme Board.  

Susan is a Health Foundation Improvement Fellow and a freelance improvement consultant, with experience of designing and leading complex improvement programmes at national, regional and local level. A background as an NHS clinician, service manager and executive director plus posts in Department of Health, with the Medical Royal Colleges, and as Director of Evidence and Improvement at Healthcare Improvement Scotland, means Susan combines improvement expertise with extensive strategic and operational experience.  

*Presenter of the NHS Innovator of the Year 2015 Award.*

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**Jacky Syme**  
Practice Development Lead, 0-19 Service, South Essex Partnership NHS Foundation Trust  

Jacky is the Practice Development lead for the 0-19 service in SEPT Community Health Services in Bedfordshire. She started out life as a Midwife and then a Health Visitor with a passion for infant feeding, aiming to implement high standards of care for mothers and babies across the county. Jacky attended the Change leader programme with health education East of England in 2013 which changed her professional life. Following this programme she became a Fellow of the institute of Health Visiting championing high standards of practice in health visiting and has used the learning from the Baby Friendly models to implement change in other areas of the Health Visiting and School Nursing Services in her current role. Jacky was the winner of the NHS Development Champion category for EoE region in 2014.  

*Presenter of the NHS Development Champion of the Year 2015 Award.*

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**Pat Phen**  
Consultant Cardiologist at Basildon Hospital and The Essex Cardiothoracic Centre  

Pat Phen is a consultant cardiologist at Basildon Hospital and The Essex Cardiothoracic Centre. He has a sub-speciality expertise in imaging and device therapy for heart failure. Pat is also the clinical lead for secondary care cardiology at Basildon and in this role he is very active in improving cardiac services for the local population. He is passionate about quality improvement and firmly believes in collective leadership within the NHS. In recognition of his achievements, Pat was the winner of the NHS Emerging Leader category for EoE region in 2014. Pat was the winner of the East of England NHS Emerging Leader of the Year 2014.  

*Presenter of the NHS Emerging Leader of the Year 2015 Award.*

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**Leonie Prasad**  
Consultant in Public Health, Specialised Commissioning, NHS England  

Leonie is a Consultant in Public Health, working in Specialised Commissioning - those services provided for relatively small numbers of patients in selected hospitals. She works in areas covering strategic planning, service evaluation and policy and across all levels of healthcare.  

*Presenter of the NHS Collaborative Leader of the Year 2015 Award.*
SPEAKERS/PRESENTERS

Justine Thompson  
Patient and Public Participation Lead  
Strategic Clinical Network and Senate (East of England)

Formerly a journalist, Justine joined the NHS in 2010 after her own experiences of cancer. She quickly established a successful framework of public participation across the region, supporting over 100 cancer patients and carers to work in partnership with health and quality improvement professionals. Justine joined the Strategic Clinical Networks and Senate following NHS reorganisation in April 2013. She took on the role of overseeing citizen participation, extending her expertise to other SCNs, including Maternity, Children and Young People, Mental Health; Cardiovascular and Respiratory. As part of this work she co-produced, with patients and carers, the concept of the East of England Citizens’ Senate.

Presenter of the NHS Patient Champion of the Year 2015 Award.

Christine Cooper  
Operational Lead for Integrated Community Services, Cambridgeshire and Peterborough Foundation Trust

Christine represents MiP members, making sure their voices are heard in discussions about workforce issues. She has recently been elected onto MiP’s national committee as the representative for East of England.

Presenter of the NHS Mentor/Coach of the Year 2015 Award.

Richard Atienza Hawkes  
Executive HR and OD Director, Provide CIC

Provide CIC is an award winning community health and social care service provider, operating across Essex, Peterborough, Cambridgeshire and the two London boroughs of Waltham Forrest and Redbridge. Richard previously worked as a virologist, undertaking research into finding a vaccine for HIV/AIDS. He went on to focus his career on the psycho-social issues surrounding the illness. He then moved into learning and development and subsequently human-resource management. He is a Chartered Fellow of the Chartered Institute of Personnel and Development, with over 18 years’ experience as a senior manager in the public sector. During this time he has also worked extensively with charitable and small- to medium-sized business enterprises, delivering business and individual benefits through providing strategic direction, managing change programmes and implementing continuous improvement initiatives.

Presenter of the NHS Inspirational Leader of the Year 2015 Award.

Nick Carver  
Chief Executive, East and North Hertfordshire NHS Trust

Nick was appointed as chief executive of the East and North Hertfordshire NHS Trust in November 2002, having been a successful chief executive of the George Eliot Hospital NHS Trust in Warwickshire for the previous three and a half years. Nick started his NHS career as a hospital porter and then qualified as a registered nurse in 1982, before developing his interest in health service management. In his 30 years working in the NHS he has held management positions in Swansea, Bath and Warwickshire. In addition to holding his registered general nurse (RGN) qualification (not currently registered), Nick has a BA (Hons) in political theory and government, as well as an MSc in health care management. Nick is a Board member of the Eastern Academic Health Science Network and of Health Education East of England, where he is the leadership lead.
MiP is celebrating 10 years as the specialist trade union for health and care managers - an essential part of the team delivering high quality, efficient healthcare. MiP supports managers with:

- expert employment advice and representation and access to legal resources to achieve fair outcomes on employment matters
- speaking up for them with employers and policy makers and challenging myths and stereotypes about their role
- leadership development through seminars and conferences
- benefits and discounts, including legal and financial advice.

MiP is proud to support the NHS Leadership Awards and sponsor the award for mentor/coach of the year, celebrating their great contribution to healthcare.

www.miphealth.org.uk
@MiPhealth

Public Health England exists to protect and improve the nation's health and wellbeing, and reduce health inequalities. It does this through world-class science, knowledge and intelligence, advocacy, partnerships and the delivery of specialist public health services. PHE is an operationally autonomous executive agency of the Department of Health.

We are responsible for:

- making the public healthier by encouraging discussions, advising government and supporting action by local government, the NHS and other people and organisations
- protecting the nation's health through the national health protection service, and preparing for public health emergencies
- sharing our information and expertise with local authorities, industry and the NHS, to help them make improvements in the public’s health
- researching, collecting and analysing data to improve our understanding of health and come up with answers to public health problems
- reporting on improvements in the public’s health

Our four core functions are set out in an annual remit letter from Ministers:

- protect the public’s health from infectious diseases and other public health hazards
- improve the public’s health and wellbeing
- improve population health through sustainable health and care services
- build the capacity and capability of the public health system

Our priorities for the next 5 years:

- tackling obesity particularly among children
- reducing smoking and stopping children starting
- reducing harmful drinking and alcohol-related hospital admissions
- ensuring every child has the best start in life
- reducing the risk of dementia, its incidence and prevalence in 65-75 year olds
- tackling the growth in antimicrobial resistance
- achieving a year-on-year decline in tuberculosis incidence

Deborah McKenzie, Director, Organisational Development, Public Health England, said:

“In order to deliver better outcomes for the communities we serve, it is essential that leaders at all levels work together across organisational boundaries. We are delighted that the NHS Leadership Academy has given us the opportunity to sponsor an award that celebrates the leaders who already do this in a successful and effective way.”

MILLS & REEVE

Mills & Reeve is a leading UK law firm offering quality, concise legal advice.
The NHS Leadership Academy is inviting all of those interested in starting, or continuing, their leadership journey to join a unique and exciting leadership community.

This will be a safe and stimulating community for you to develop your practice as a leader, engage with others and build networks, experience and skills. The platform will incorporate a range of products including leadership resources, interactive content, programmes and expertise to support individuals and organisations develop leaders; celebrating and sharing where outstanding leadership makes a real difference.

Individuals can now sign up to create a profile and become a member of the NHS Leadership Academy’s complimentary level. Content will be updated each month with co-created additional material from members.

Complimentary content will include:

- The latest research and thought leadership
- Leadership case studies
- Access to the New Leader Pathway, starting with the Edward Jenner programme ‘Launch’ and ‘Foundations’ levels
- Access to networks - connecting you to other members for sharing best practice and support and blogs
- The Healthcare Leadership Model self-assessment and taster sessions from new materials
- Talent management guides and toolkits
- New inclusion, equality and diversity materials
- Discussion areas with guest contributors such as faculty members and key influencers from beyond health and care
- Access to profiles and groups
- Interactive video content
- Blogs
- Webinars

http://www.leadershipacademy.nhs.uk/memberships/

‘Truly great leaders spend as much time collecting and acting upon feedback as they do providing it.’

Alexander Lucia
You are encouraged to share your experiences of tonight’s event through social media.

**Twitter:**
Follow Health Education East of England: @eoeLETB
Follow East of England Leadership and Organisational Development: @eoeleadership
Join the conversation using #eoeAwards

**Photography:**
Our photographer, James will be present throughout the evening. If you would like any photographs of you and your team, let him know. Photographs will be available after the event. Please email deborah.peacock@nhs.net with any requests for photographs from tonight’s event.

**Health Education East of England**
2-4 Victoria House Capital Park, Fulbourn, Cambridge, CB21 5XB

www.eoleadership.nhs.uk
www.eoe.hee.nhs.uk