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December 2008 - Issue 72

Merry Christmas from the Welsh NHS Confederation

Welcoming our new Chair

At our Annual Conference in November, Dr Lyndon Miles, Chair of Gwynedd Local Health Board, took over the reigns as the new Chair of the Welsh NHS Confederation. We warmly welcome Lyndon to the Confederation, and look forward



to the knowledge and expertise he will bring to role. As well as chairing Gwynedd Local Health Board since its inception, Lyndon has also been a GP in Bangor since 1995. His particular interests include the health-equality and NHS modernisation agenda in Wales, community services and carers.

In this edition of Bulletin, Lyndon shares his views on the challenges for NHS Wales as our thoughts turn to the New Year and the busy time ahead of us in 2009.

"As Christmas approaches the NHS in Wales is undergoing major restructuring, and individual members of staff, particularly those in leadership roles, are facing the challenges of change. All change is stressful, and the impact of change, on both individuals and organisations, is recognised as a major factor in health and well-being. Indeed, one definition of "health" concerns the concepts of resilience and the adaptive-ness to cope successfully in the face of significant adversity! But, of course, change brings

opportunities, and the stimulus to innovate, grow and respond better to needs, be they personal or organisational.

"This restructuring will have big impacts on many of our colleagues. Some will leave the NHS, and to those we offer our warmest thanks and best wishes for the future. Others will have very differing responsibilities in the new NHS, be they in a wider or more focused capacity. All of those in leadership roles will be tested, and I hope stimulated, by this process.

"Most will agree that the proposed integrated organisations will be a better fit in the Welsh, and the One Wales philosophy, and we have a collective responsibility to our patients to actively embrace this change, to cope, adapt and deliver.

"Because health is a dynamic concept, with inputs and well as outcomes, we have control over many of the inputs. Helpful factors of personal development which may help include "expect a reaction", "don't take it personally", "focus on the positive", "learn from the development" and "strive for balance, knowing that (this) change will end". Perhaps most of all, "don't go it alone" – a concept that chimes best with the Christmas message, I feel.

"May I join with my Welsh NHS Confederation colleagues in wishing all a happy and peaceful Christmas, and may the New Year bring the rewards you all richly deserve."

Lyndon Miles, Chair

Employers' Unit Director appointed

We are delighted to announce that Kate Watkins has been appointed as Director of the new Welsh NHS Employers' Unit. Kate will bring a wealth of experience to the post from her current role as Chief Executive of Newport Local Health Board. She will be responsible for developing the work, role and profile of the unit, with its aim of supporting and representing employers in NHS Wales and developing human resources policy. We look forward to welcoming Kate to the team in the New Year.

New Confederation publications available

Review - a new series providing an overview of key texts from leading thinkers in the world of health and change management.

Leading change: Why transformational efforts fail by John P Kotter

Kotter, one of the world's leading experts on business leadership, on some of the most common errors made in organisational change, and how to avoid them.

Managing Transitions by William Bridges

Bridges, a business consultant and world-renowned authority on change and managing change, offers well-tested, effective tactics to make change more comfortable for everyone.

<http://www.welshconfed.org/Review.htm>

New Confederation publications coming soon

Review: *The Work of Leadership* by Heifetz and Laurie

Briefing: *High quality care for all – the NHS Next Stage Review in England*

Briefing: *Doing things differently – a time for a change*

Keep an eye on our website www.welshconfed.org for details of new publications.

Conference presentations

You can now download the speakers' slides from this year's conference at <http://www.welshconfed.org/Presentations2008.htm>. Our annual conference in 2009 will take place in City Hall, Cardiff on 12-13 November. Register your interest now at info@welshconfed.org

Christmas break

The Welsh NHS Confederation offices will be closed from 12.30pm on 24th December until 5th January 2009. If you have an urgent inquiry during this period, please ring the office on 0845 33 00 499 to either leave a message or ring one of the available contacts