

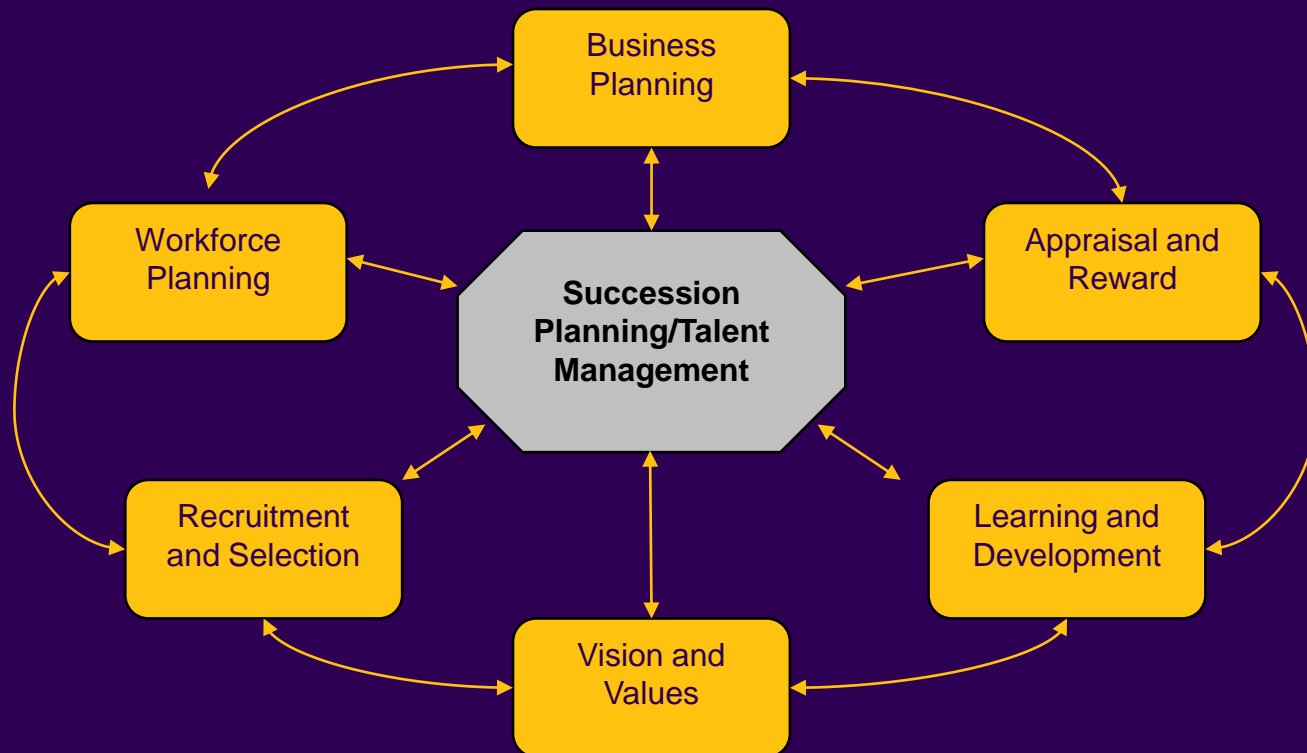


Succession Planning/Talent Management Framework at the Health Protection Agency

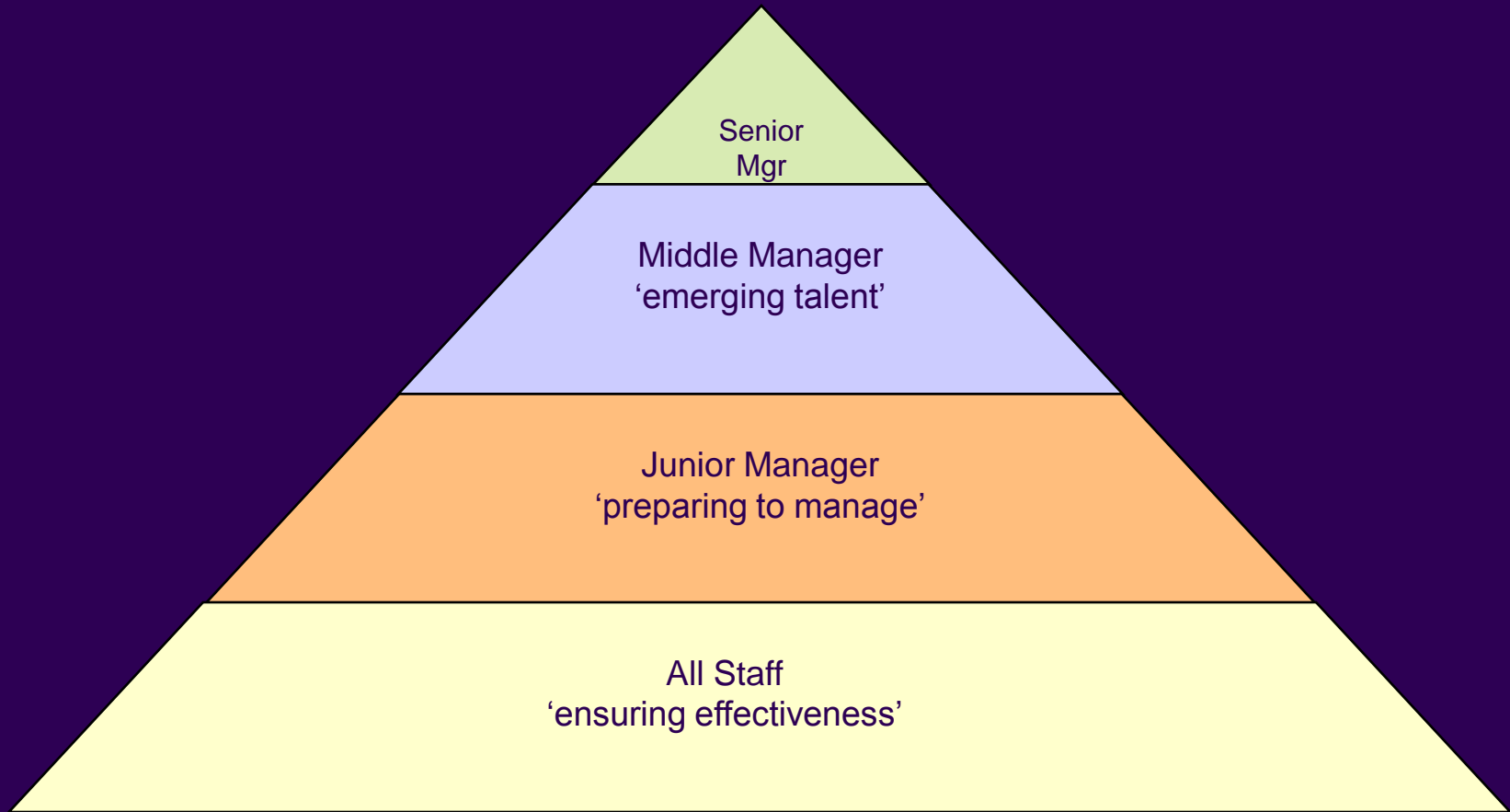
Tony Vickers
HR Director



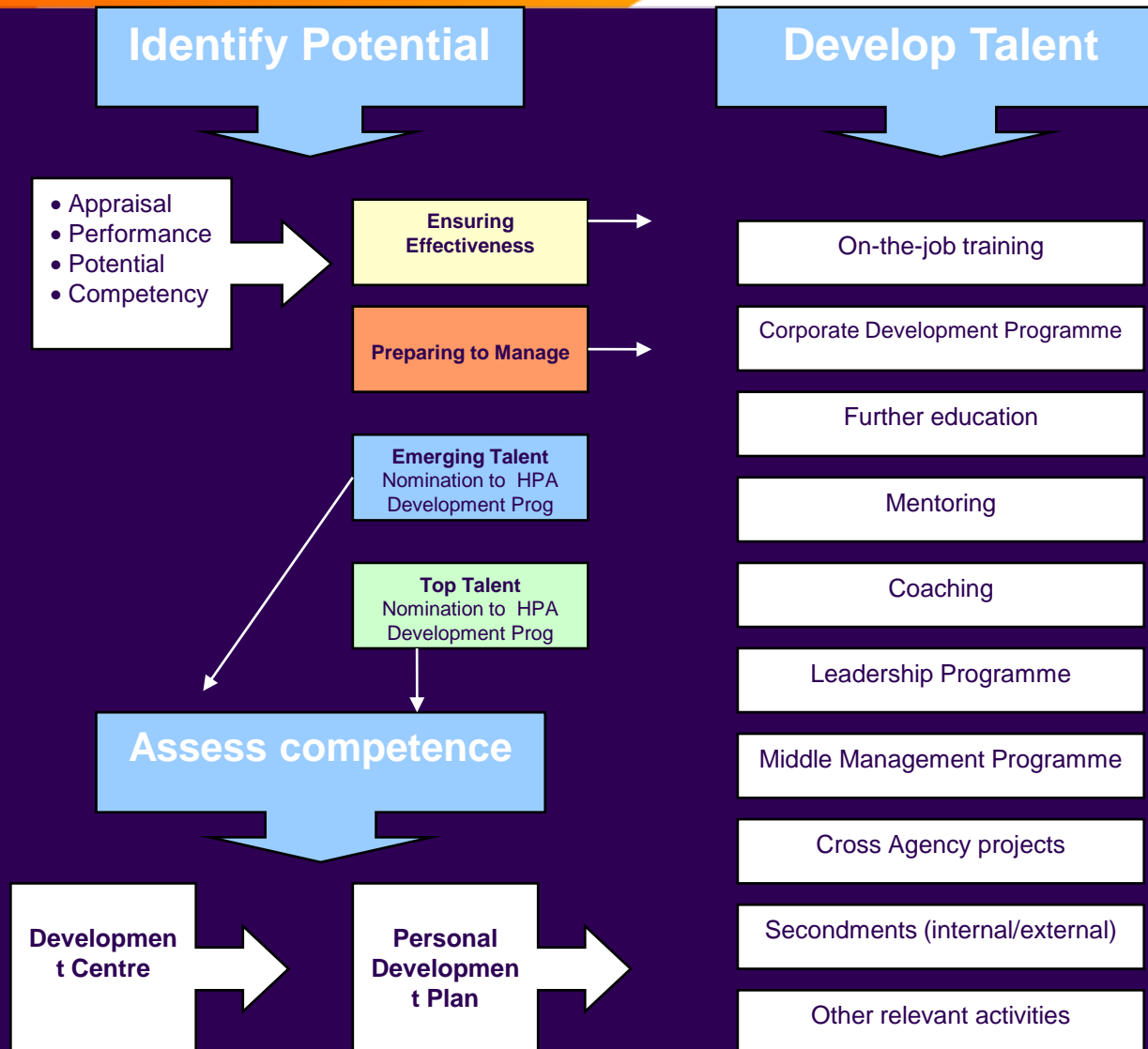
Background and Context



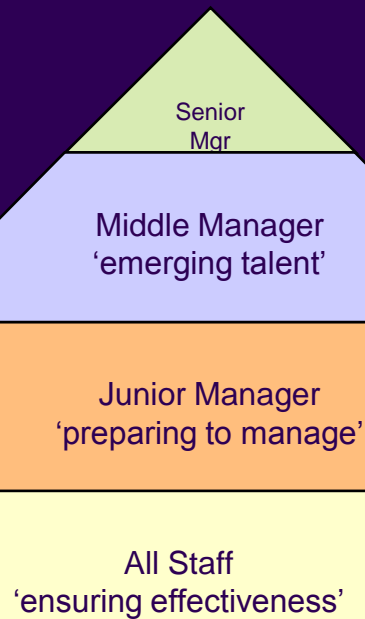
Levels and Structure



The Framework



Levels and Development

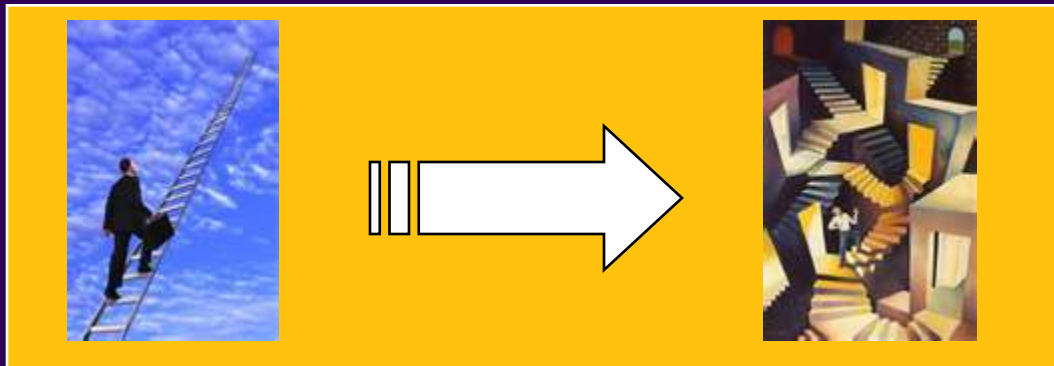


- Internal continuous development
- Secondments (internal and external)
- Shadowing
- External courses/workshops
- Action learning sets/ groups
- Lateral job moves
- Cross-Agency projects
- Regular review and feedback
- Internal coaches
- Delegated work
- Management qualifications

Other areas covered



- Career paths general



- Professional Development
 - Alternative career path
 - Ensure we reduce risk
 - Ensure we maintain effectiveness

Introduction

Context

Developments

Vision



ACADEMY Model



Leadership and management



Medical/scientific training

HR

IT

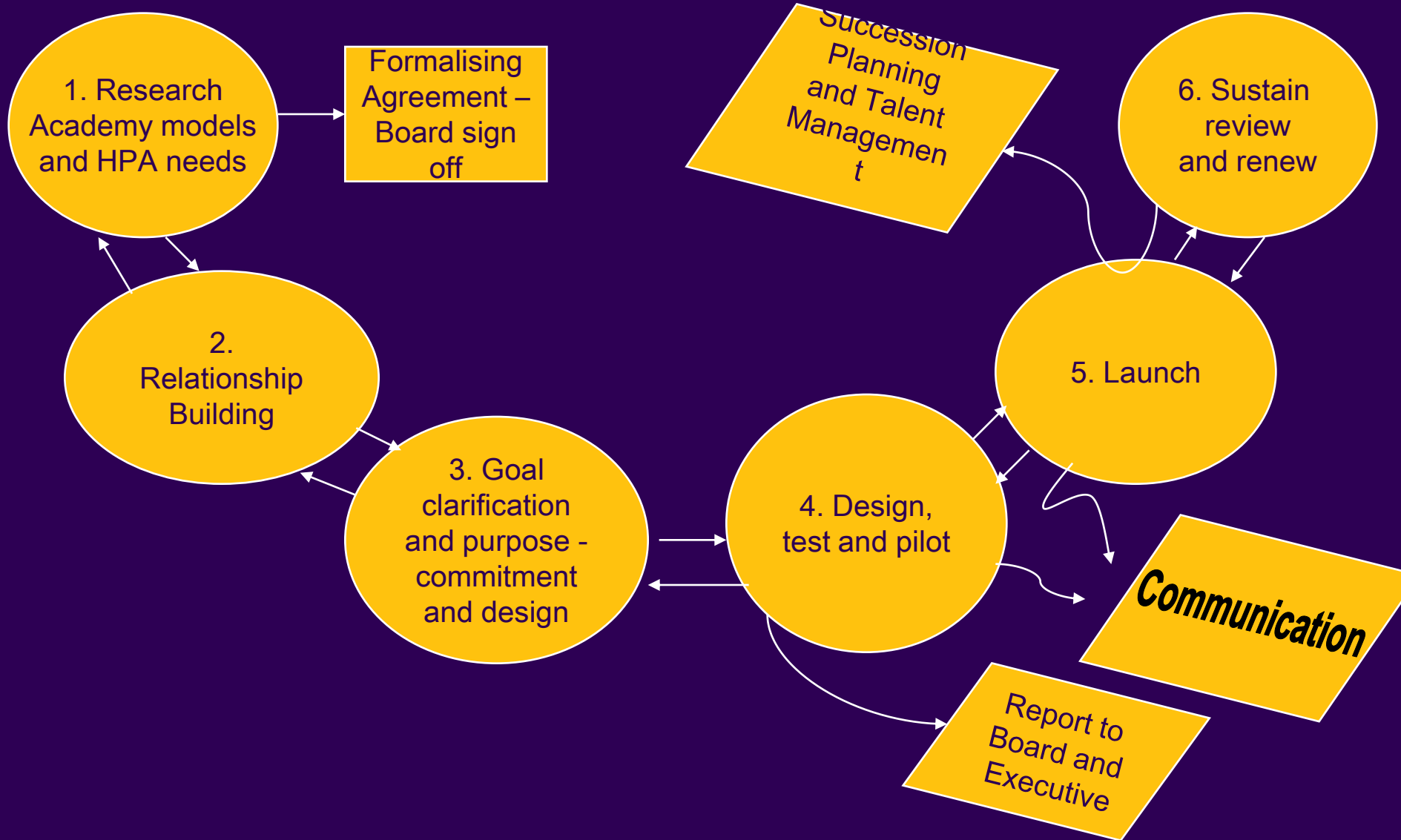
Finance

Communication

Non-medical professions

Mandatory training, clinical governance,
career pathways, talent management, succession planning

Academy Development Model



A variety of different approaches in public and private sectors:

- **Unilever**
 - a number of academies within an overall structure
- **Leicestershire Partnership NHS Trust**
 - focuses on improving current professional & non-professional training + R & D
- **Daiichi-Sankyo**
 - heavily dependent on IT
 - link to Ashridge Management College

Vision for ACADEMY



- **Led by Director of Public Health Strategy**
- **Covers all internal and external development activity**
- **Supported by HR and professional development leads across HPA**
- **National staff development initiatives in public health, toxicology and microbiology**
- **Significant voice in national healthcare initiatives**
- **Branding, quality assurance and accreditation**
- **Collaboration with other governmental agencies**
- **Partnership with major academic institution**

- **A centre of excellence for innovation, research and applied results**
- **Forum for sharing of ideas, skills and knowledge**
- **Development of commercially aware leaders and experts across healthcare in public health, microbiology and toxicology**
- **Help create of one HPA culture**