

## SPEAKER BIOGRAPHIES

### Karen Didovich



Karen Didovich is a Senior Employment Relations Adviser at the Royal College of Nursing. She leads the RCN's national employment relations strategy on systems reform; the white paper and health bill; workforce planning; and non-NHS activity.

She is the co-chair of the national HR Transition Partnership Forum and she also sits on the Staff Passport Group, which is responsible for developing workforce guidance on wider systems reform, such as Social Enterprise and Any Qualified Provider.

She manages a team of national officers who support partnership working across a range of national employers in the public and independent sectors.

### Sir Neil McKay CB



Neil McKay joined the NHS as a trainee administrator in 1970. In 1976 he moved to the St George's Hospital Group in London where he was responsible for commissioning the first phase of the new St George's Hospital, Mental Health and Learning Disability Services in Wandsworth and Merton.

In 1985 he became the first general manager for the Northern General Hospital in Sheffield, which he led to become one of the first wave Trust hospitals in England.

He was the Regional Director for Trent until January 2000 when he was appointed Deputy Chief Executive for the NHS. Later that year, Neil became Chief Operating Officer for the Department of Health. He was Acting Chief Executive for the NHS at the time of the publication of the NHS Plan. He became Chief Executive of the Leeds Teaching Hospitals NHS Trust in April 2002.

Neil was appointed as Chief Executive of NHS East of England in November 2006 and became Chief Executive of the new NHS Midlands and East Cluster in October of this year.

In 2000, Neil was awarded an Honorary Doctorate by the University of Sheffield; he was awarded a CB in 2001 and was knighted in the 2009 New Year's Honours List for his services to the NHS.

## Jon Restell



Jon Restell is the Chief Executive of MiP (Managers in Partnership) the trade union organisation for the UK's senior healthcare managers. Jon led the launch of MiP in 2005. The organisation now has nearly 6,000 members including more than 200 NHS chief executives.

A professional trade unionist for 16 years, Jon has specialised in representing senior managers and professionals, particularly in the health service. He was the FDA's national officer for NHS managers from 1993 to 2000.

From 2000 to 2005, Jon worked for the Association of Teachers and Lecturers.

As Chief Executive of MiP, Jon represents the voice of healthcare managers in a wide range of forums, including the national print and broadcast media, and with government, employers and staff bodies. Jon represents MiP on the national Social Partnership Forum and is a member of the HR Transition Partnership Forum

## Caroline Stanger



Caroline holds a dual role working with the National Leadership Council and also NHS Midlands and East. With respect to the national role, she was responsible for delivery of the commissioning leadership workstream. This has three components – GP commissioning leadership development, National Commissioning Board Development and multi-professional Clinical commissioning leadership development.

Within NHS Midlands and East, Caroline has responsibility for developing and implementing a strategic approach to leadership development and talent management across the organisations that constitute Midlands and East NHS. This work includes design and commissioning of leadership programmes and interventions, consultancy support to Chief Executives, Chairs and others, coaching support, and the development of internal leadership development capacity to support continuous improvement in health and healthcare. Caroline led the work in NHS East of England to produce the first system wide talent and leadership plan as one of the 'proof of concept sites' that tested the initial DH talent leadership planning guidance during 2008.

Caroline has a clinical background. She qualified as a nurse in 1981, being a member of the first cohort to complete the BSc in Nursing Studies at London University and St George's Hospital.

## Stephen Welfare



Stephen Welfare is the Deputy Chief Executive and Director of Workforce and Leadership with NHS Midlands and East. He held a similar role with NHS East of England from 2006 until earlier this year and prior to this was the Chief Executive of the former Essex Workforce Development Confederation. He previously held Board level positions with four other NHS Organisations.

As Deputy Chief Executive and Director of Workforce and Leadership, Stephen is responsible for overseeing the workforce and organisational development programmes associated with the new NHS reforms. More recently he was asked to lead, with Sir Neil McKay, on negotiating the national HR Framework to support transition. He co-chairs the HR Transition Partnership Forum with Karen Didovich.

He is a Fellow of the Chartered Institute of Personnel Development and has a BA in Politics from the University of Warwick and was awarded an honorary Doctorate of Science by Anglia Ruskin University in 2010.

NHS East of England was recognised in the HSJ's 'Healthcare 100' in 2010 as well as being the only NHS organisation in the Sunday Times top 100 public and third sector employers earlier this year.