

Rockstars and Superstars

How *we* support our East of England Stars

We'll be using menti today to make the workshop interactive.
Please join using the QR code below!

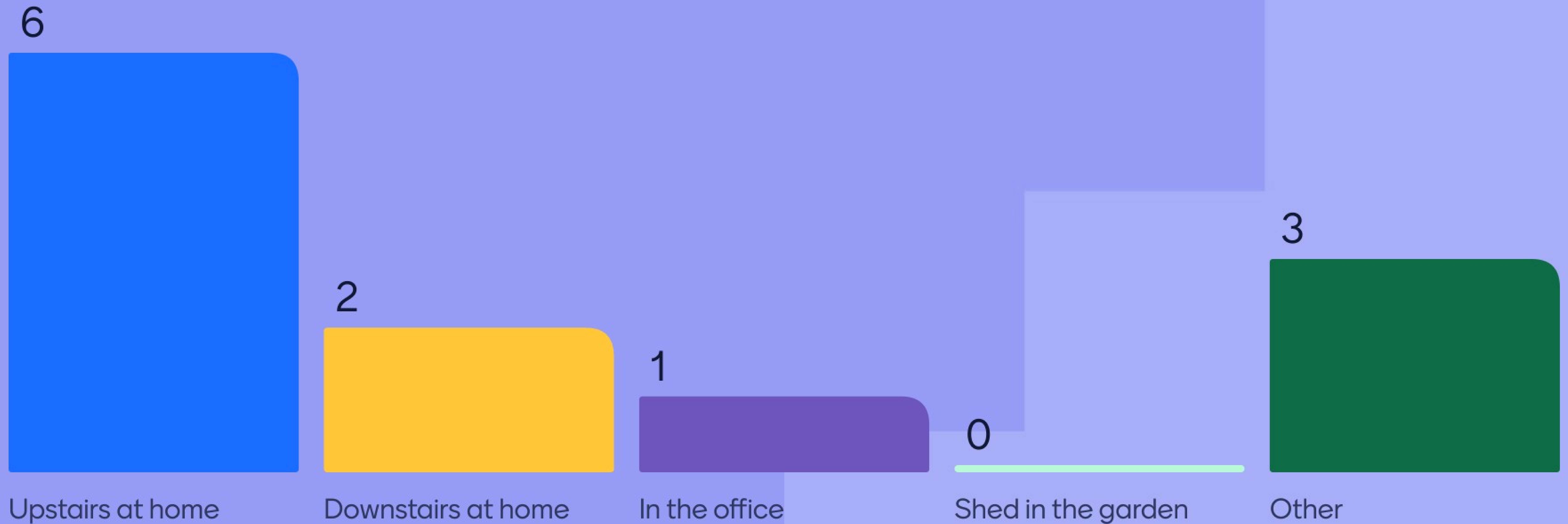


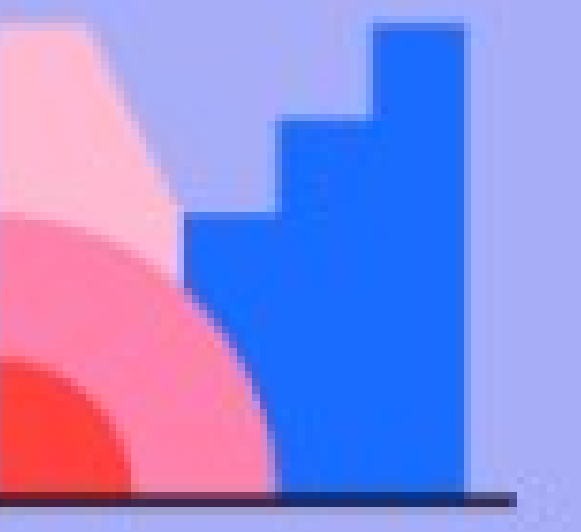
Instructions





Warm up - where are you today dialling in from today?





What does the term Rockstars and Superstars mean to you?

1st



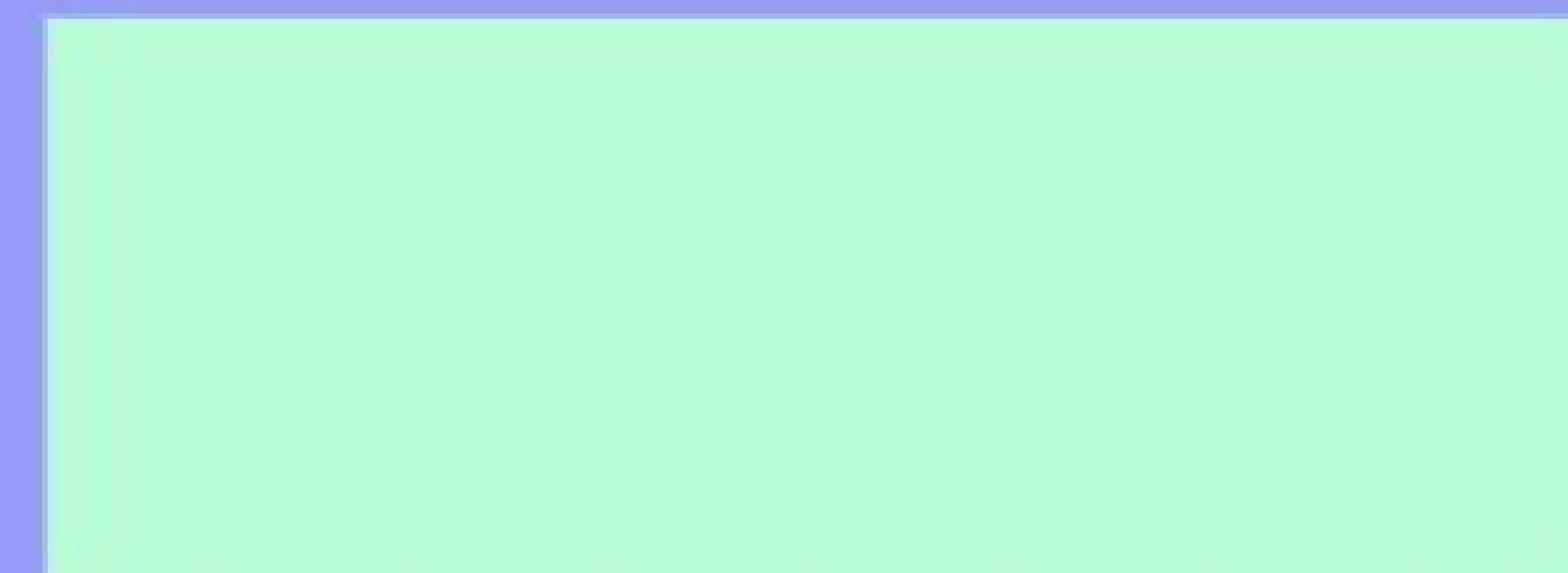
Only heard of it when I booked the workshop

2nd



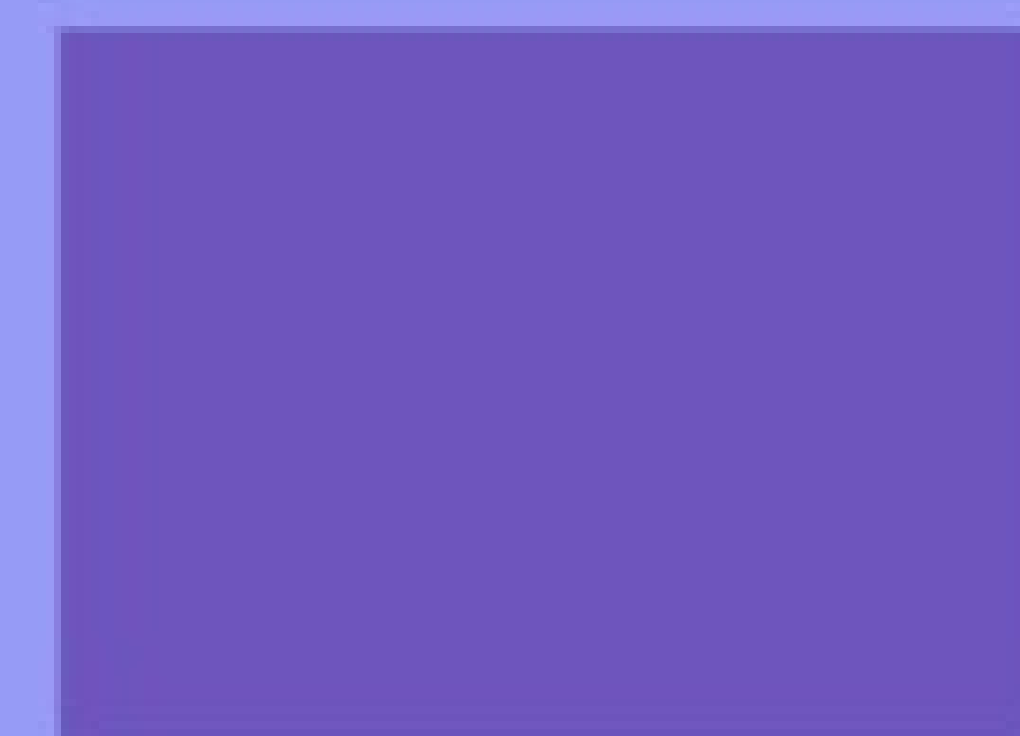
The title of a local training event

3rd

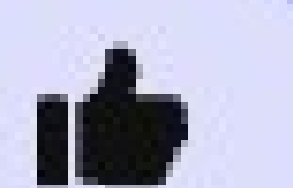


Doesn't sound like accountancy to me

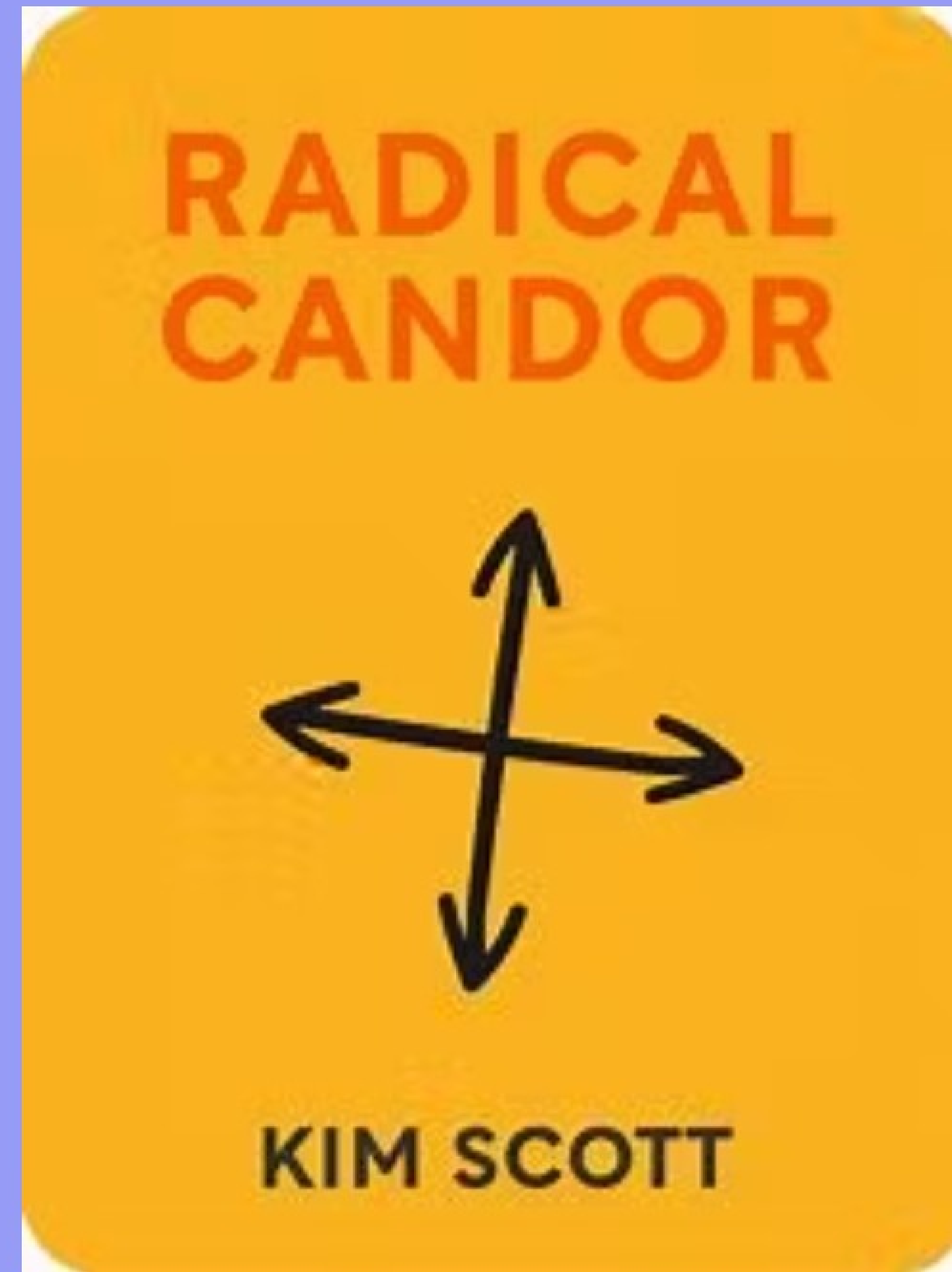
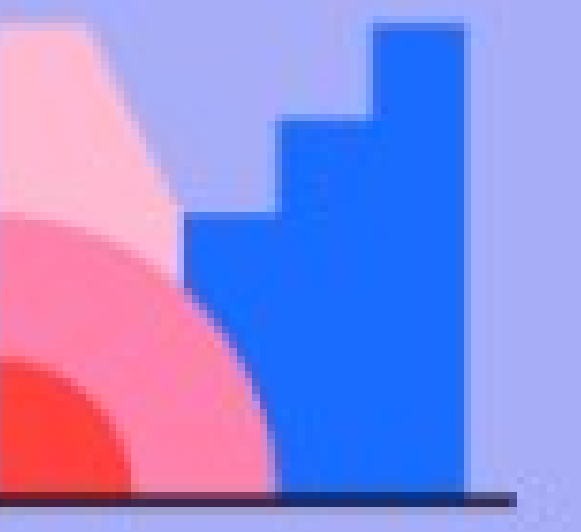
4th



It's something to do with a management book



11



How to get what you want by saying what you mean

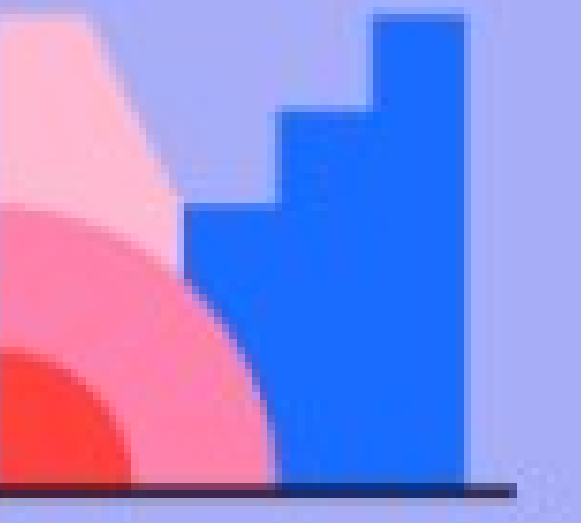


Two types of high-performing employees: rock stars and superstars.

Both types of employees are talented and driven. The difference is simply how quickly they plan to progress through the grades: Rockstars take a steady path and Superstars an accelerated path.

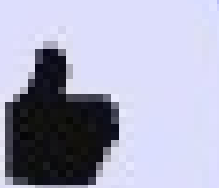
One type of employee isn't better than the other. Organisations desperately need both rock stars and superstars to achieve great results!

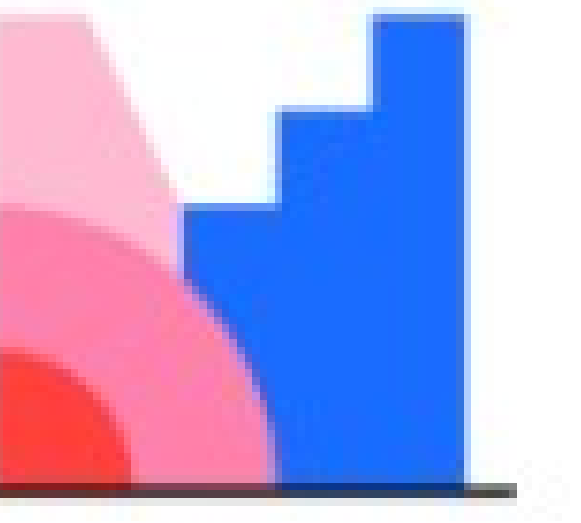




Evolution of the event

- One day student conference
- Tried to ensure events of interest for B2-6
- Combined students and B2-6 into Rockstars and Superstars





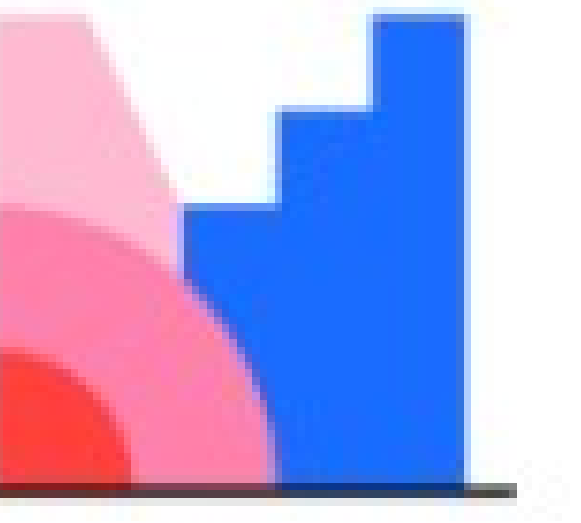
HFMA Eastern rockstars and superstars conference 2023 highlights

- Looking after your health and wellbeing, keeping your star bright
- Delivering a greener NHS
- NHSE regional update
- Time management, planning and prioritising tasks
- Forecasting and budgeting
- Presentations from student of the year and unsung hero award winners
- Career stories
- Launch of meaningful social engagement group



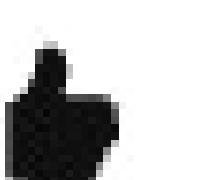
Stars Conference 2023

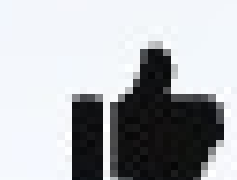
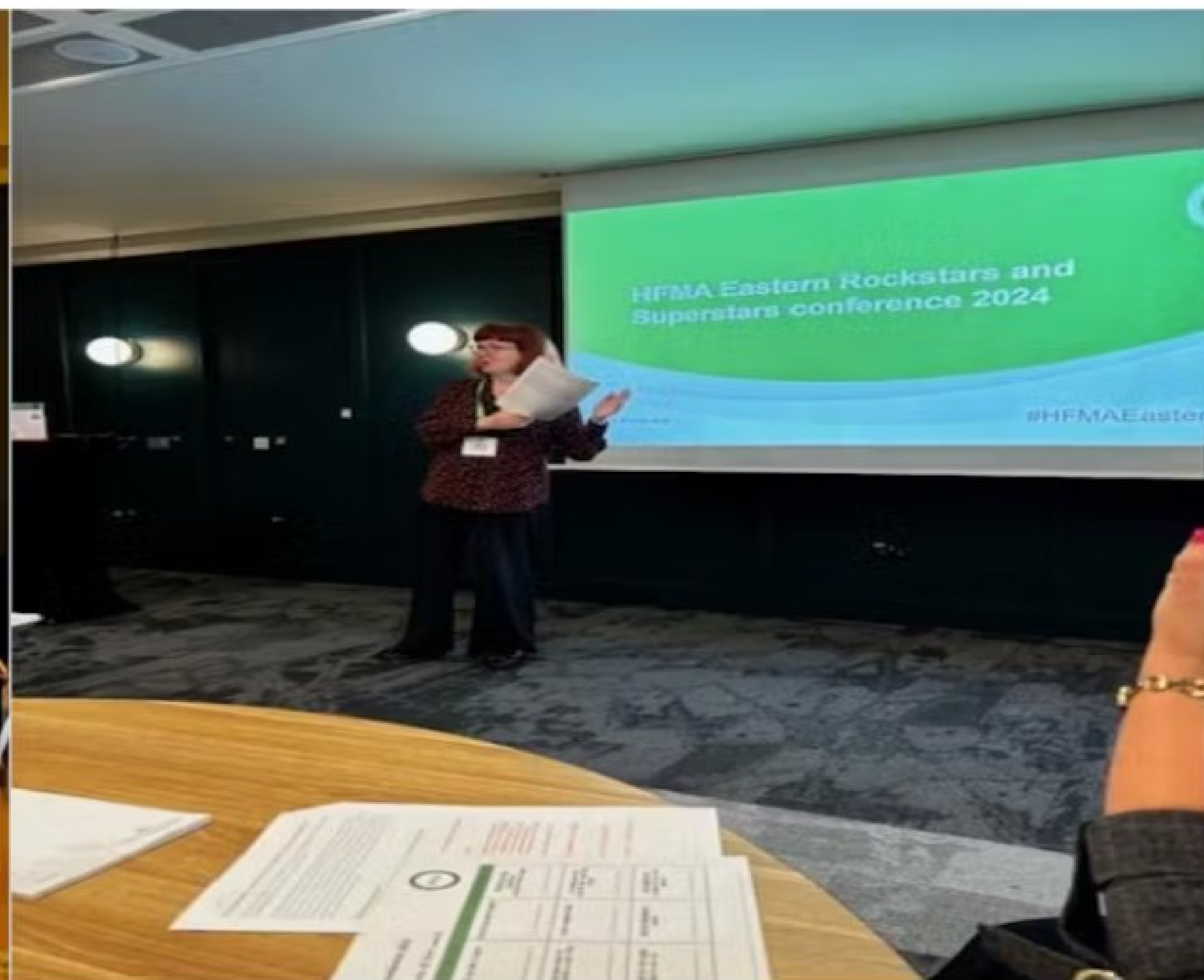




HFMA Eastern rockstars and superstars conference 2024 highlights

- Working as one
- Ethical finance
- Communication
- The sponsorship programme
- Clinical coding
- Student networks
- Teamworking styles
- Talent Management
- Launch of band 2 to 6 network





Claire Wilson Former HFMA President and CFO, Working as one

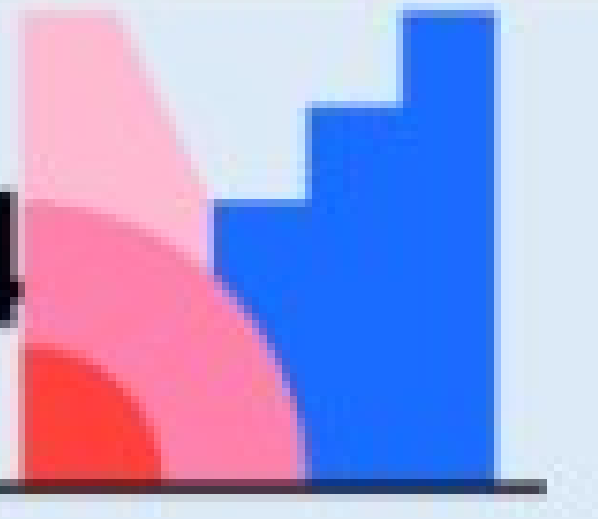


Linda Goodey Student of the Year 2024 Making the most of opportunities

- Networking
- Learning
- Development



James Ransom, Unsung Hero 2024 Inspiring Others



Dr William Bird, Health & Wellbeing

What makes us resilient?

Feeling Safe, Feeling valued, belonging



Jane Payling One NHS Finance Development Opportunities available to Rockstars and Superstars



Ben Bullman, First Intuition Communication

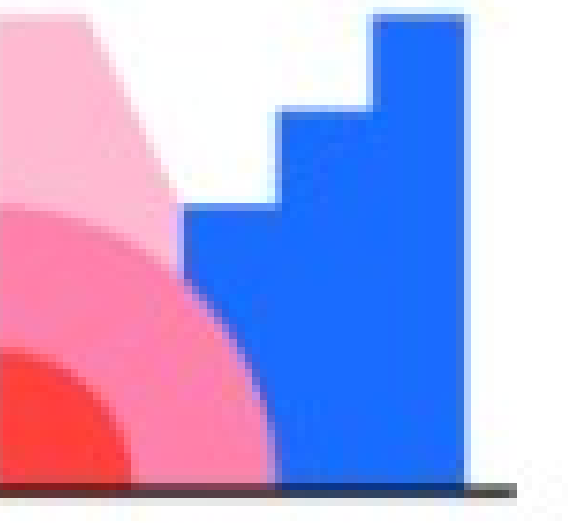


Content and Clarity

- Accurate
- Complete
- Cost-benefit
- User targeted
- Relevant
- Authoritative
- Timely
- Easy to use

first intuition
where people count





Feedback

Thank you for such an awesome conference - it was my first face to face conference since before the pandemic and I was honestly blown away by each speaker, content was very interesting and very helpful!

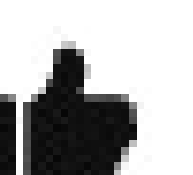
Thank you very much for this opportunity, I had an amazing 2 days networking with some amazing people and listening to excellent presentations

All of the speakers brought something different and new ideas to the table which I will definitely be taking forward when thinking of my career within the NHS

If possible have some group tasks next time and encourage people to move around and mix up tables

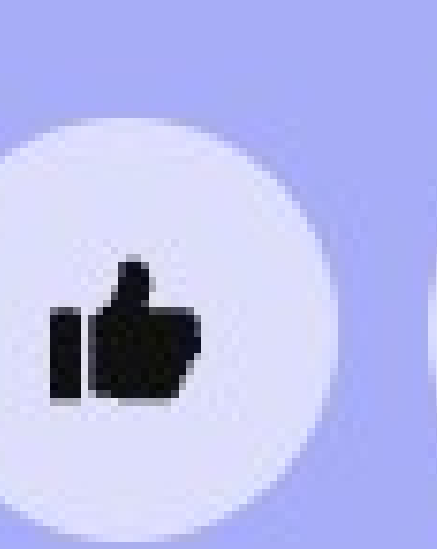
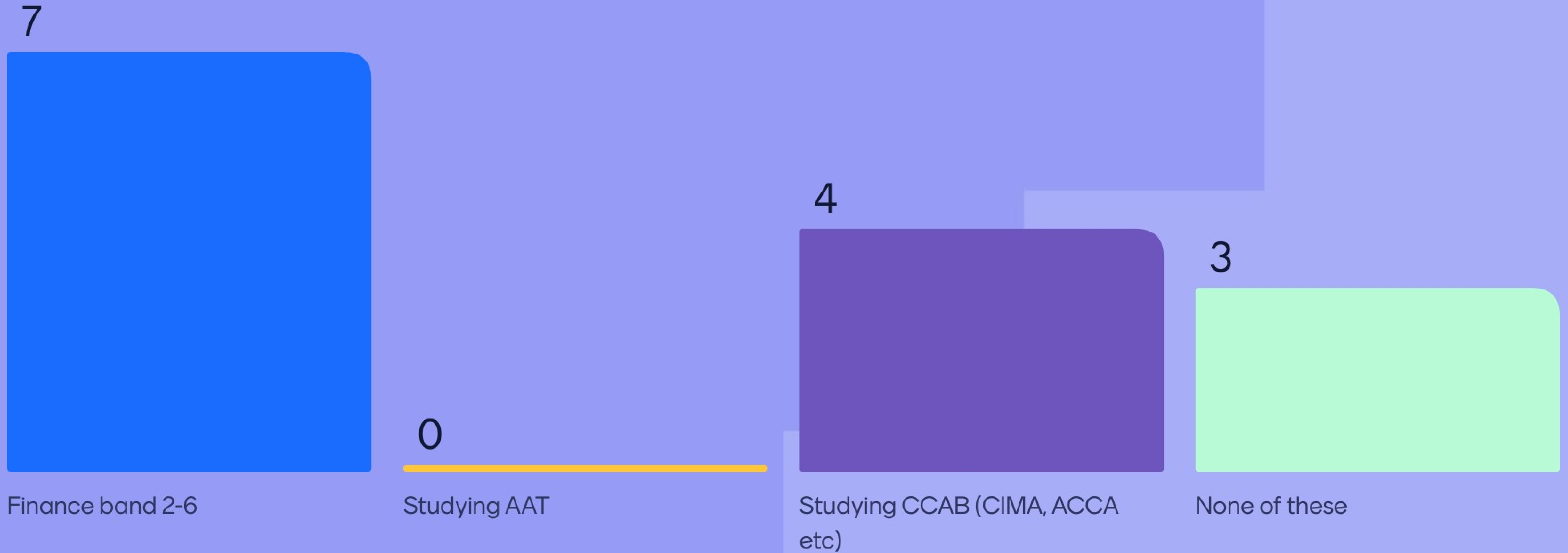
Need to encourage more Bands 2-6s to attend and have a good mix from each county so able to collaborate more

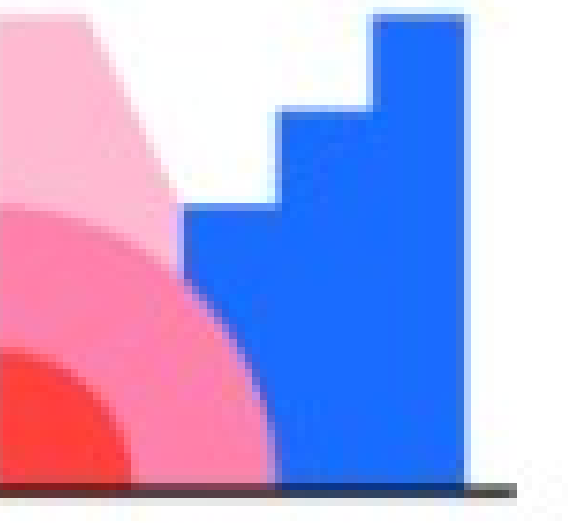
Would be good to include an introduction to finance explaining the difference between provider, ICB and NHS England hierarchy and to understand how the finance departments are split





Which of these groups are you part of?



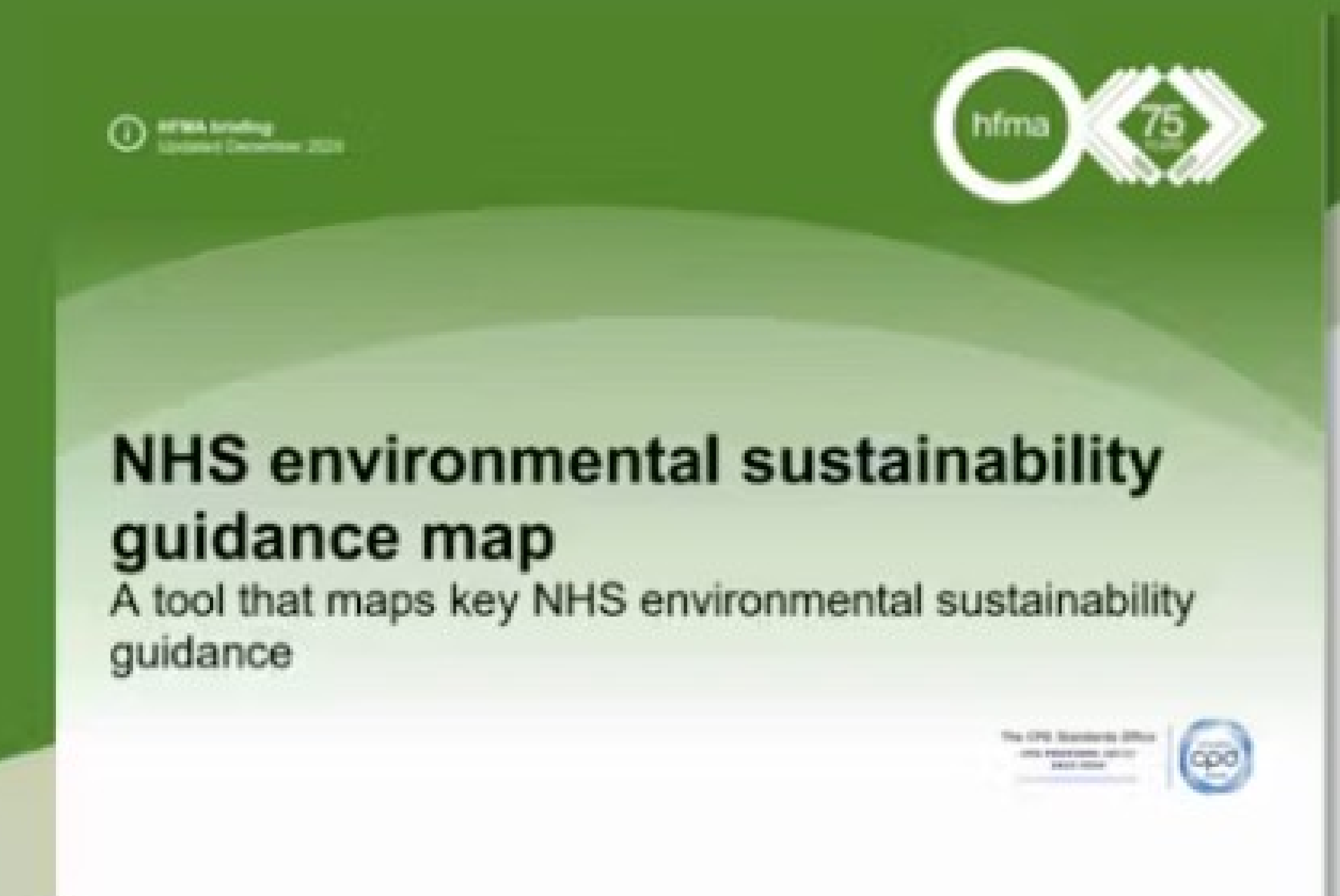
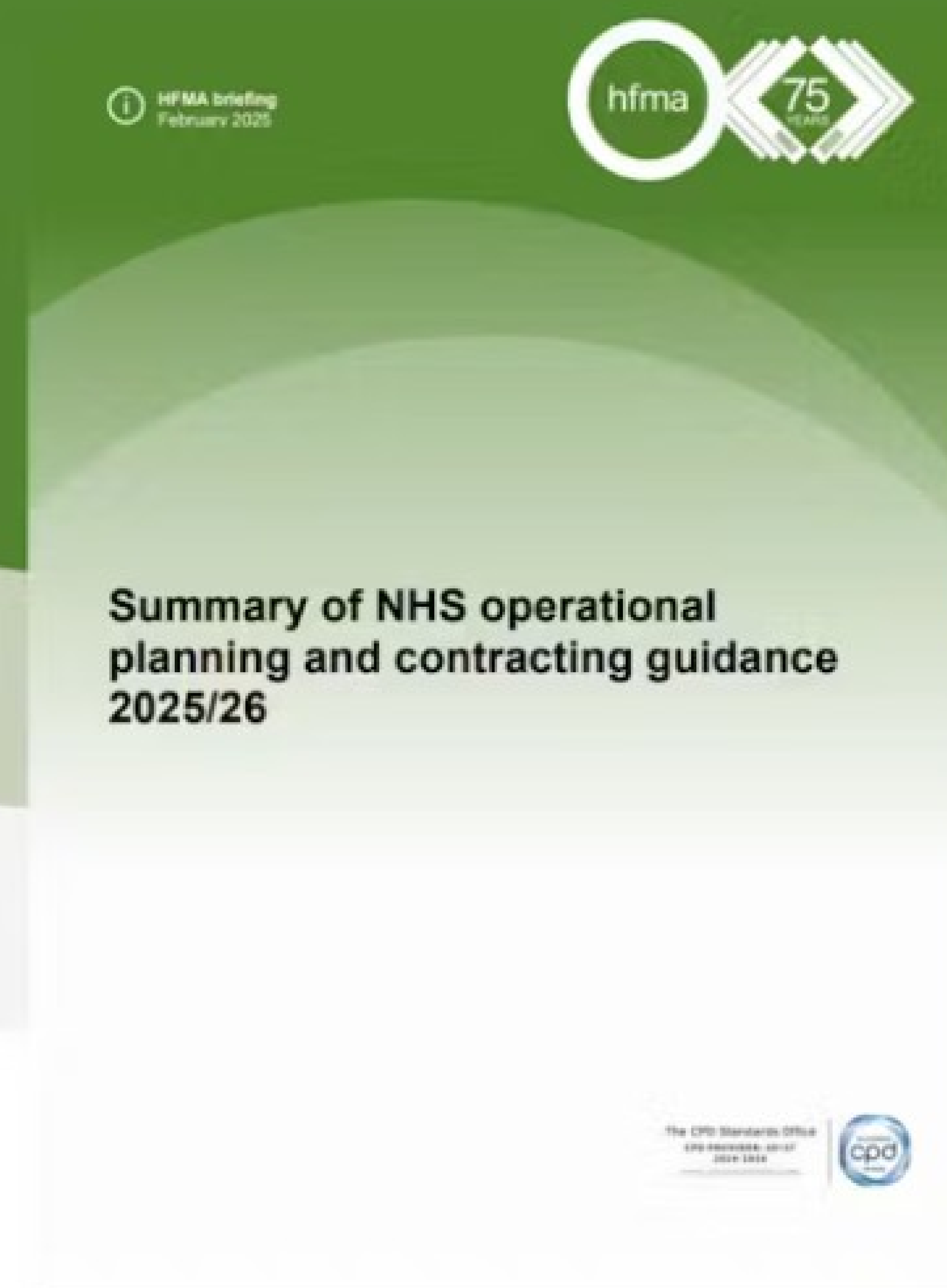


HFMA Eastern Band 2 to 6 Network

- HFMA Eastern Branch Band 2-6 Network was created in October 2024 to give finance staff the opportunity to feedback to the branch committee regarding training and development needs, ideas for future events etc.
- Members have found it helpful to link up with colleagues in other organisations across the region because we are all experiencing similar challenges and can help each other out with problem solving, sharing resources and best practice etc.
- Some of the topics discussed to date include preparing for ISFE2, Robotics/AI, job shadowing, provider/commissioner exchange day, development and networking opportunities.
- Next meeting will take place via Microsoft Teams on Friday 25th April 2025 at 2pm
- If you are interested in joining HFMA Eastern Branch Band 2-6 Network, please contact linda.goodey@snee.nhs.uk

Supporting staff in NHS Finance

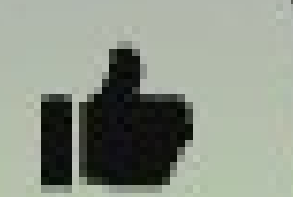
The Healthcare Financial Management Association (HFMA) is the professional body for finance staff working in healthcare. For 75 years it has provided independent support and guidance to its members and the wider healthcare community.



Training, informing and publishing

The work covered by the HFMA

- Individual membership
- 13 HFMA regional branches across the UK
- HFMA Hub networks
- HFMA Healthcare Costing for Value Institute
- HFMA Skills Development network schemes
- National events programme
- Technical briefings, guides and responses to the latest in healthcare policy
- Master's level qualifications in healthcare business and finance
- Diploma in Advanced Primary Care Management
- Over 80 bitesize courses
- NHS operating games





Free membership for finance staff working in NHS Agenda Change bands 2 to 6

Register here: <https://www.hfma.org.uk/about-us/membership>

About the HFMA

The Healthcare Financial Management Association (HFMA) is the UK representative body for finance professionals working in the NHS and the wider healthcare sector. Our aim is to support the NHS finance function, to promote good practice in financial management and to improve the general understanding of NHS finance issues.

Our work is informed by a number of committees and special interest groups made up of healthcare finance practitioners. We publish numerous guides and briefings aimed at finance professionals, non-executive directors and non-finance staff. We also provide training and development opportunities – including a suite of web based learning modules – across all of these groups.

www.hfma.org.uk



NHS East of England Student support group

for everyone studying CCAB or AAT

The study support network is a safe space for students from across the region to connect on their study journey

What is the network all about?

- To provide every student and organisation in the region access to a study support network covering all the main accounting bodies and professional qualifications (AAT, ACCA, CIMA, CIPFA, ICAEW, etc...)
- To support colleagues on their study journey and draw on the experience of others
- To ease the pressures of study by having open discussions and ultimately help people stay on track and get qualified

How it works

- Monthly study group meetings
- We have a dedicated MS Teams channel for Q&A, notices, advice, suggestions
- Mix of informal sessions and more formal sessions with guest speakers such as First Intuition (training provider)
- Study buddy scheme to link people in line with the different accounting bodies and stages of study

Benefits

- Networking opportunities – a chance to link with colleagues at different organisations across the region
- Sharing experiences
- Celebrating successes and supporting through the challenges
- Building relationships with external parties (First Intuition, ICAEW, etc...)
- Learning about different study options and routes through study.
- Everyone has a voice - meetings are tailored to the needs of the group

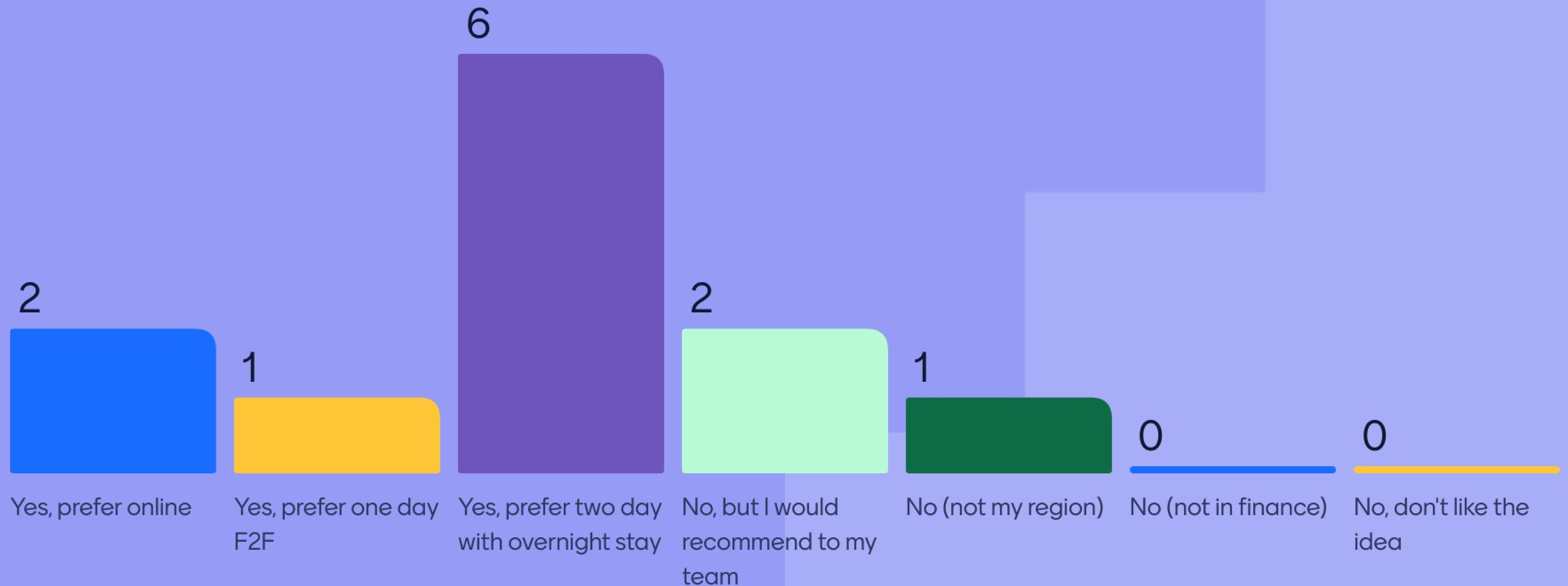
How to join

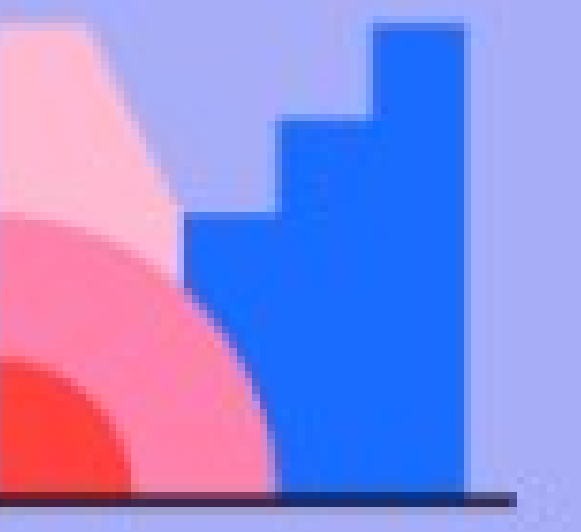
- Just get in touch via e-mail or MS Teams and we'll add you to the group and invite you to the meetings!
- Sam King, Cambridge University Hospitals – Samuel.king5@nhs.net
- Martha Biza, Royal Papworth Hospital – Martha.biza1@nhs.net





Would you be interested in attending a Stars conference?





What sort of thing would you like to see included in a future Stars conference?

ACCA support

Information on different
personality profiles and how
to work with them

sharing best practices
changes that have been
made that make a
difference

Networking

Cakes

Motivational speakers

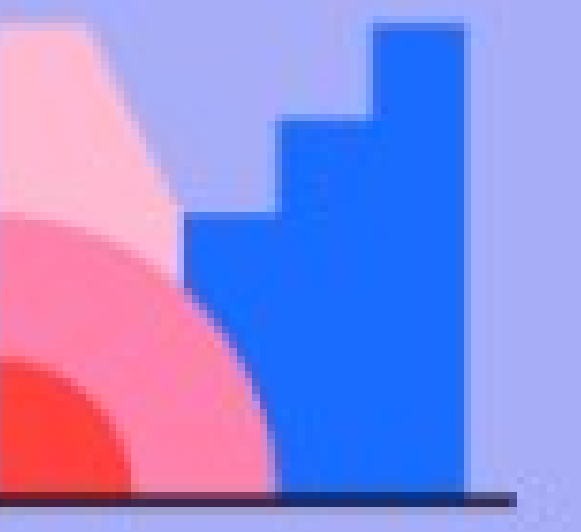
hearing about different
paths to progression

Some engaging
activities



7





What sort of thing would you like to see included in a future Stars conference?

Focus on sustainability

Test



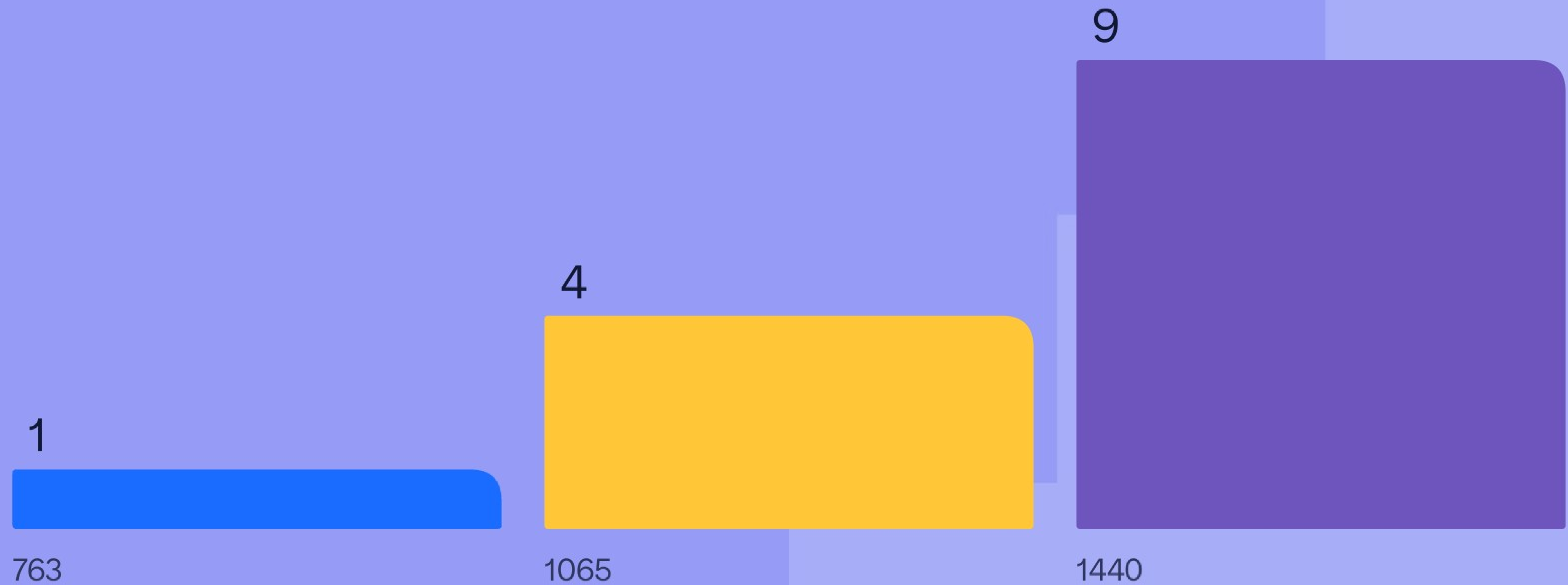
7



Supporting your training and development



How many finance people work in the NHS in the East of England



East of England Finance '24

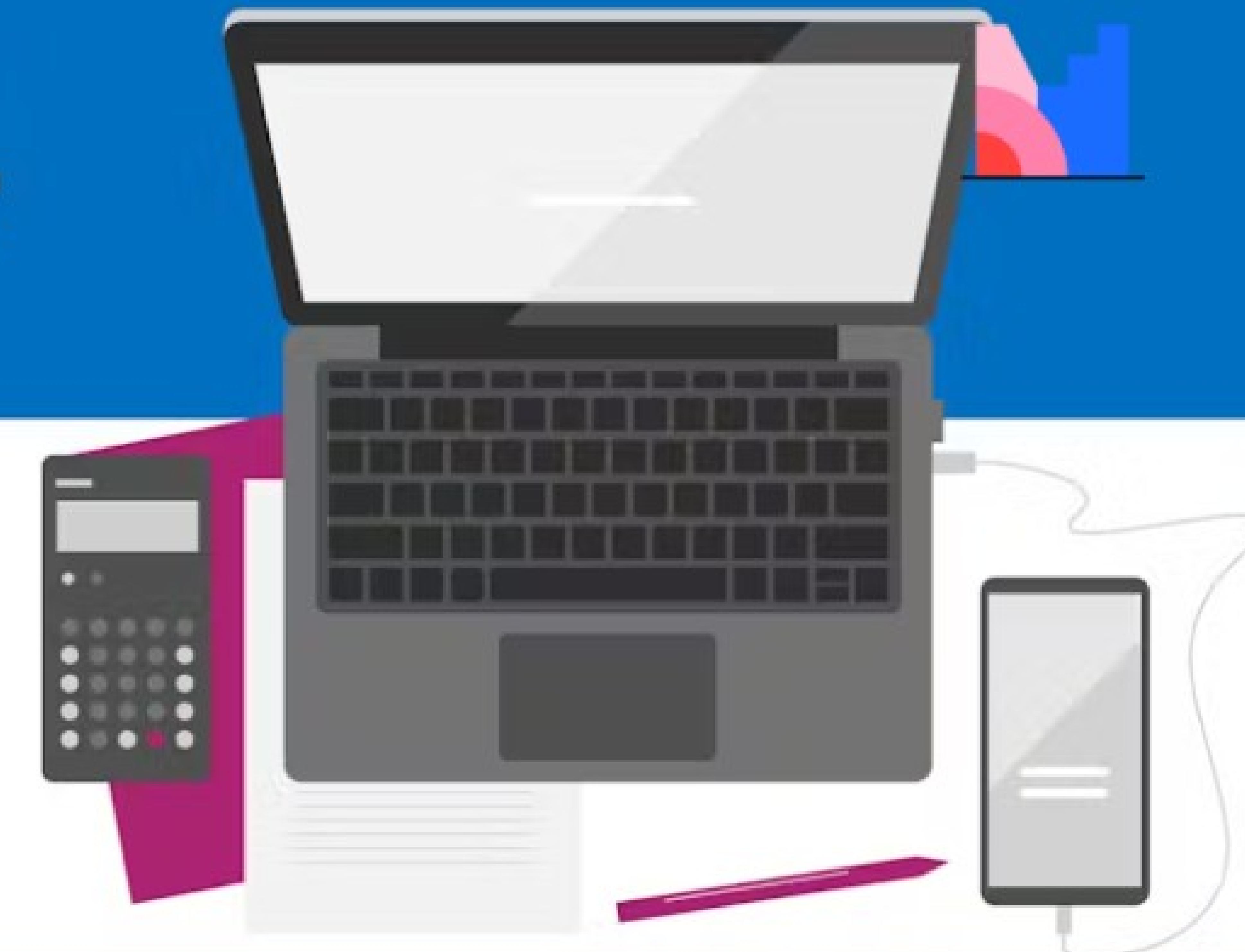
1440
people

590 Value makers

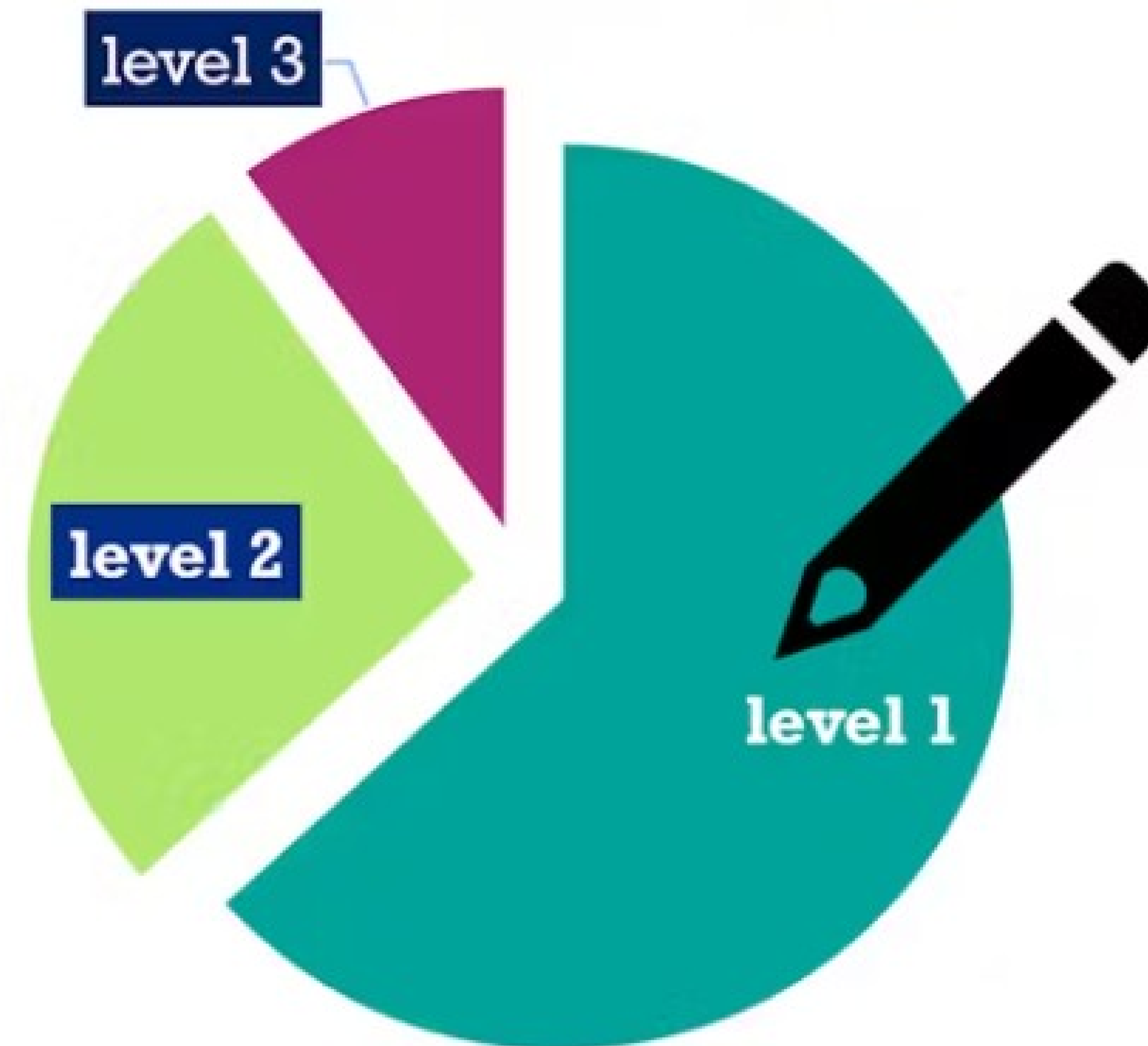
95 Finance Clinical
Educators

61 Inclusion &
Diversity
Ambassadors

54 Health &
Wellbeing
Champions



30 Organisations Accreditation:



- All organisations accredited!
- Free Coaching and Mentoring
- Apprenticeship Scheme & Insights Placements
- HFMA Qualifications
- Access Accountancy Work Experience
- Increased numbers on sponsorship programme and national development programmes
- Partnership working between ONF, SDN and HFMA in our region



One NHS Finance

Working together to
support the delivery of
world class health and care



National Finance Academy

Inclusive, comprehensive, and structured training and development

Finance Innovation Forum

Share ideas, solve problems and submit innovations

Future-Focused Finance

Developing, connecting, and supporting the NHS Finance community



NATIONAL FINANCE ACADEMY

A 'ONE-STOP-SHOP' FOR ALL FINANCE STAFF TRAINING & DEVELOPMENT NEEDS

FREE National Development Programmes

Programme	Aimed at	Apply	Delivery method & est timing	Link for more info
Career shapers	band 2-4	Apply by 31 May 2025	On-line modules, in person event & networking opportunities	Career Shapers (onenhsfinance.nhs.uk)
Career Progressors	Band 5-7	Apply January	3 face to face sessions approx. May-July	Career Progressors (onenhsfinance.nhs.uk)
Going Beyond Programme	Band 8a or above	Apply by 30 June 2025	4 F2F events from October to February	Going Beyond (onenhsfinance.nhs.uk)
Accelerate!	Dev prog for deputies	Apply by 31 May 2025	2 day face to face event in September.	Accelerate! Deputies development programme (onenhsfinance.nhs.uk)
Aspiring Deputies Talent Pool (every 2 years)	People ready to become deputies	Course will run again in 2026.	2 day development centre in November 2024 followed by masterclasses and on-going support	The Aspiring Deputies National Talent Pool (onenhsfinance.nhs.uk)
National Finance Leaders Talent Pool (every 2 years)	Deputies aspiring to CFO/FD	Applications for 2025 closed in Jan.	Face to face development centre. Action learning sets, coaching and networking	The National Finance Leaders Talent Pool (onenhsfinance.nhs.uk)
First time in Post - CFO	New CFOs/FDs	Register at any time	2 day face to face delivery, October.	First time in-post CFO programme (onenhsfinance.nhs.uk)
Breaking Diversity Barriers	Band 7-8b	Apply October	3 face to face sessions, delivered Dec – Feb.	Breaking Diversity Barriers (onenhsfinance.nhs.uk)
Sponsorship Programme	All grades.	Register at any time	1:1 sessions with sponsor, online or in person as agreed with sponsor.	The Sponsorship Programme (onenhsfinance.nhs.uk) (note regional support available for individuals who don't meet the criteria)



Programmes currently open for booking are highlighted

[suite-of-dev-programmes-2024.pdf](#)
(onenhsfinance.nhs.uk)



Training and Development one stop shop



The screenshot shows a website layout with four main sections arranged in a 2x2 grid. Each section has a header with a logo and title, a brief description, and a 'Find Out More' button.

- Skills Development Network:** Access our regional programme of events via the Skills Development Network (SDN). [FIND OUT MORE](#)
- HFMA Eastern Branch:** See the programme of events coming up in our region. [FIND OUT MORE](#)
- NHS Leadership Academy:** Access leadership resources and events from the East of England. [FIND OUT MORE](#)
- ONE NHS FINANCE:** See all the upcoming events from One NHS Finance. [VIEW EVENTS](#)



What's coming up?



Demystifying NHS Finance for Resident Doctors

26 February (09:30-12:30) online

LGBT+ History Month – Activism and Social Change

27 February (12:30-15:30) online

Culture Series: learning from Leicester

28 February (11:00-12:00) online

Demystifying NHS Finance

12 March (09:30-16:30) online

Culture Series: creating psychological safety

25 March (12:00-13:00)

We're designed to move

29 April (13:00-14:00) online

Access Accountancy Showcase

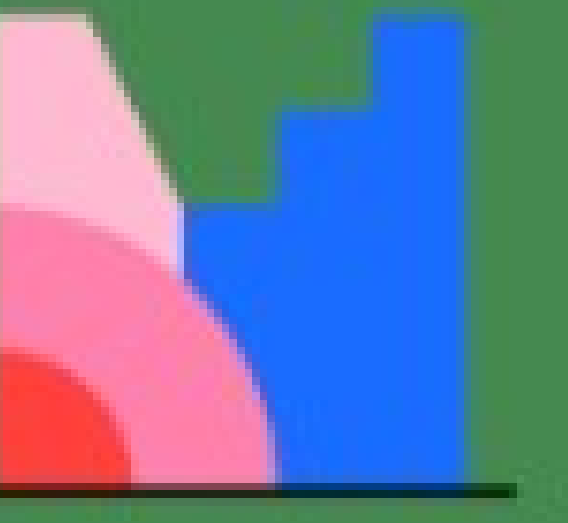
30 April (11:00-12:00) online



[Visit One NHS Finance for lots more FREE events](#)



What's coming up?



Lunch and Learn: Positive Career Conversations

12:30 – 13:30 12 March 2025 Online

Lunch and Learn: Career Story – Tom Burton

12:30 – 13:30 23 April 2025 Online

Lunch and Learn: EpicEPR – Our Journey so far

12:30 – 13:30 21 May 2025 Online

HFMA Eastern Branch has a new **band 2-6 reference group** to help design events and activities.

If you would like to join the group contact

linda.goodey@snee.nhs.uk

See what's going on locally and book here:

Eastern Branch | HFMA



Build your personal portfolio

Record all your personal and professional development in this new online portfolio

SDN brings together training & development opportunities for Digital staff across the whole NHS



News

MTD Delayed until 1 April 2026
HMRC have announced that Making Tax Digital (MTD) will be delayed...

Applications open for Graduate Procurement Training Scheme!

The NHS Procurement Graduate Training Scheme has



Events

Power BI Report Enhancement - Course 5 on the Power BI Education Track (Live online via Teams)
17 January 2025 (09:30 - 16:30)

Excel the Basics Training Workshop (delivered live online via Teams)...

21 January 2025 (09:30 - 16:30)

Excel Beyond the Basics Training Workshop (delivered live online via Teams)
12 January 2025 (09:30 - 16:30)
ONLINE EVENT MS TEAMS

Excel Essentials (Live interactive online workshop via Teams)
23 January 2025 (10:00 - 13:00)
ONLINE EVENT MS TEAMS

Excel Essentials 2025: Lunch and Learn - Managing Unconscious Bias (virtual workshop being delivered via MS Teams)
27 January 2025 (12:30 - 13:30)
ONLINE EVENT MS TEAMS

Excel Pivot Tables - Short/Modular Course (delivered live via Teams)
18 January 2025 (09:30 - 11:00)
ONLINE EVENT MS TEAMS

Excel Pivot Charts and Slicers - Short/Modular Course (delivered live via Teams)
28 January 2025 (11:45 - 13:15)
ONLINE EVENT MS TEAMS

Overview of Microsoft 365 Copilot - Short/Modular Course (delivered live via Teams)
28 January 2025 (14:30 - 16:00)
ONLINE EVENT MS TEAMS

Power BI Report Building - Course 4 on the Power BI Education Track (Live online workshop delivered via Microsoft Teams)
19 January 2025 (09:30 - 16:30)
ONLINE EVENT MS TEAMS

Surviving 2025 - Strategies for Wellbeing and Resilience (live via Zoom) - group 2
29 January 2025 (11:30 - 13:00)
ONLINE EVENT ZOOM

Surviving 2025 - Strategies for Wellbeing and Resilience (live via Zoom) - group 1
29 January 2025 (09:30 - 11:00)
ONLINE EVENT ZOOM

Reform of Public Procurement Law (Live online workshop delivered via Microsoft Teams)
1 February 2025 (10:00 - 13:00)
ONLINE EVENT MS TEAMS

Excel Above & Beyond Training Workshop (Live online workshop delivered via Microsoft Teams)
5 February 2025 (09:30 - 16:30)
ONLINE EVENT MS TEAMS

Introduction to Power BI in a Day - Course 1 on the Power BI Education Track (delivered live online via Teams)
6 February 2025 (09:30 - 16:30)
ONLINE EVENT MS TEAMS

Excel Beyond the Macro Recorder (delivered live online via Teams)
1 February 2025 (09:30 - 16:30)
ONLINE EVENT MS TEAMS

A Day of Power Query (Query Editor) for Power BI - Course 2 on the Power BI Education Track (Live online workshop delivered via Microsoft Teams)
10 February 2025 (09:30 - 16:30)
ONLINE EVENT MS TEAMS

Lunch and Learn: AAT Qualifications with Lee Spicer (Online course delivered virtually via MS Teams)
11 February 2025 (12:00 - 12:45)
ONLINE EVENT MS TEAMS



Finance Innovation Forum

- Software Skills Network
- Efficiency Exchange
- EVO framework
- Finance Innovation Programme – Innovation Library

“An NHS Finance platform for discovery and development of problems, ideas and innovations”



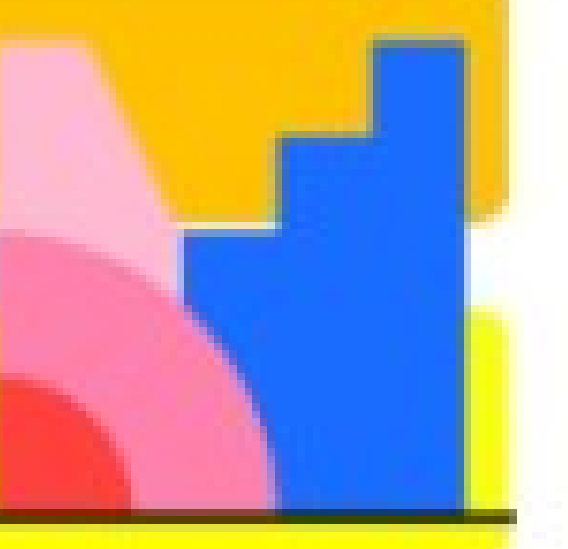
Finance Innovation Forum

23 peer reviewed innovations
from the East of England



Cohort 1

Flash Monthly Position - Herts Partnership University FT



Cohort 3

Integrated Financial Dashboard - East Suffolk and North Essex FT

Cohort 5

Automated Approvals - East Suffolk and North Essex FT

Cohort 6

Electronic Approval of Business Cases - Norfolk and Suffolk FT

Prompt Invoice Payment - Norfolk Community Health and Care Trust

In Year Capital Monitoring Tool - Milton Keynes University Hospital

Automating reconciliations and reports with VBA - Cambridge University Hospitals

Staff Survey Information Cascade - East Suffolk and North Essex FT

Agency Self-Billing - Milton Keynes University Hospital

Cohort 7

Vacancy Tracker – improving mgt & understanding of establishment - Mid and South Essex Hospitals FT

Improving Value and Engagement in the NHS Benchmarking network - Mid and South Essex Hospitals FT

Procurement Price Index, local inflation tracking - Norfolk and Norwich University Hospitals

Cohort 8

Decommissioning Process – medical equipment management - Mid and South Essex Hospitals FT

Team Planner Board for audit evidence - Norfolk and Waveney ICB

Budget Manager Application - East and North Hertfordshire NHST

Automation of prescribing reports and month end - Suffolk and North East Essex ICB

Cohort 9

Finance EDI Group - NHS England – East of England

Modelling the Car Hill Formula - Norfolk and Waveney ICB

Cashbook Automation - West Hertfordshire Hospitals NHST

Automation of trial balance using power automate - Milton Keynes University Hospital

Automation of Forecasting report using power automate -Milton Keynes University Hospital

Cohort 10

Using smartsheets to improve project working and collaboration - Mid and South Essex Hospitals FT

Reducing/preventing salary overpayments - Essex Partnership University FT



FUTURE-FOCUSED FINANCE

“Developing, connecting and supporting the NHS Finance community”

East of England Value Makers

Are you a value maker in the East of England?
Come along to our quarterly Value Maker Forum

Next session: 15 May 2025, 1030 – 12 (free, online)

Book via One NHS Finance events

Not already a value maker then what are you missing?

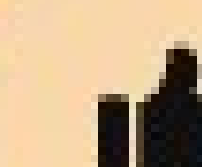
This free network gives you access to lots of resources from around the country. It takes 5 minutes to sign up

Stay up to date with VM events, view past recordings and find your system value maker leads on our [East of England Value Maker page](#).



Congratulations to Stacey Jewitt, Finance Manager at Mid and South Essex ICB, winner of the national Value Maker Team Player Award 2025. Pictured above with all the award winners at VMAC24.

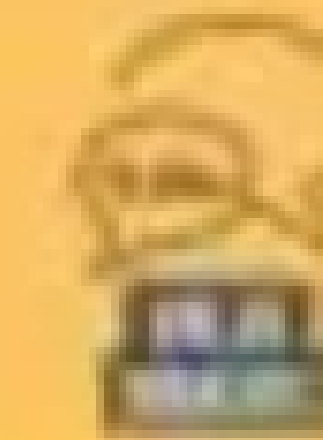
Well done to Simon Oliver from ESNEFT who was shortlisted for the Value Maker Champion of Change award.



Other networks



VALUE MAKERS



Value Makers are a network of passionate finance professionals who champion One NHS Finance within their teams, organisations and health

I&D AMBASSADORS



Inclusivity and Diversity Ambassadors develop equality, diversity and inclusion (ED&I) plans and implement 'positive action' initiatives to ensure NHS finance

VIRTUAL FINANCE NETWORK



The Virtual Finance Network improves communications and engagement between NHS finance professionals. You can chat about your problems, get career advice and engage with leaders.



INNOVATION PEER REVIEWERS



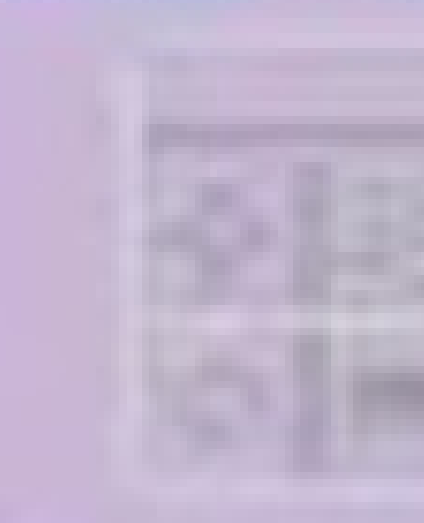
Join the NHS Finance Innovation Programme, our volunteer community of peer-reviewers who fact-check and feedback on all submissions.

THE NATIONAL DISABILITIES NETWORK



A network that raises awareness about disabilities and to influence change.

SOFTWARE SKILLS FOR FINANCE STAFF



This growing NHS Finance community offers its members a virtual forum to further develop their skills in widely accessible technologies.

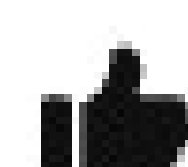
CHAMPIONS

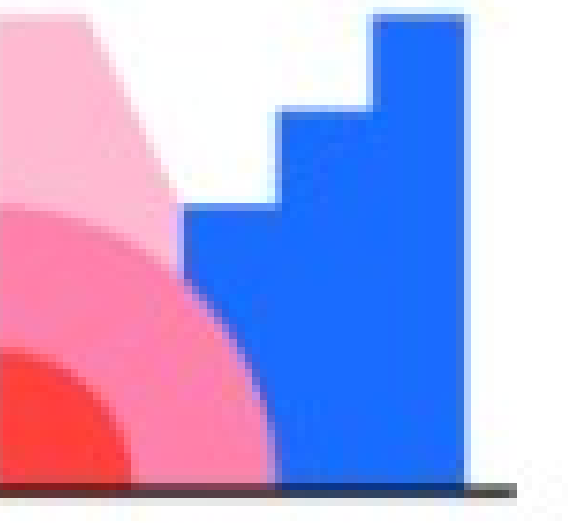
Champions work on mental well-being awareness support.

THE NATIONAL RAINBOW NETWORK



A network that raises awareness and supports colleagues from the LGBTQ+ community.





How can you get involved?

- Find out who is your organisation's [Finance Staff Development lead](#)
- Download the One NHS [Finance Development Induction Pack](#) for further detail on the various elements and what they can do for you.
- Register on the [One NHS Finance Website](#) for updates on events and resources
- Sign up to the [Skills Development Network](#) for access to a free technical training programme
- Look out for events from [HFMA Eastern Branch](#) (and become a member – its free for bands 2-6!)
- Become a [Value Maker](#)
- Access the [Virtual Finance Network](#) (our shared MS Teams sites)
- [Join a network](#): As well as Value Makers we have networks for Finance and Clinical Educators (FACE), Health and Wellbeing Champions, Inclusion & Diversity Ambassadors, Software Skills, Cultural Diversity Matters Network, Women in Leadership in Finance (WILF), Rainbow Network, Innovation Peer Reviewers



4 Quick things you can do today



Step 1

Join the Value Maker Network!

Sign up to access support and resources from thousands of individuals from all levels of NHS Finance

(It takes less than 2 minutes!)

[Value Makers.](#)
(onenhsfinance.nhs.uk)

Step 2

Join the **East of England Finance Academy Group** on LinkedIn for regular updates on what's going on across our patch:

[East of England Regional Finance Academy \(NHS\) | Groups | LinkedIn](#)

(contact jane.payling@eastamb.nhs.uk for help getting started on linkedin)

Step 2

Favourite our [One Stop Shop](#) for easy access to events from the Skills Development Network, HFMA, One NHS Finance and the Leadership Academy

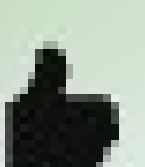
Step 4

Join HFMA

Exclusive resources, technical guidance and insightful thought leadership

Membership is **FREE** for bands 2-6

[Membership | HFMA](#)



Any questions?

0 questions
0 upvotes

