

Workforce Transformation

More than just the law

Introduction

More than ever, NHS providers are facing an unprecedented level of challenge and scrutiny. Improving quality whilst reducing costs, meeting reform agendas and dealing with regulatory change – the challenges are formidable and workforce transformation is key to overcoming them.

At Capsticks we are committed to helping your organisation meet these challenges, both in terms of delivering savings and maintaining the quality of services.

Lawyers and consultants delivering one solution

Our healthcare specialism means our clients have come to regard us as more than just legal advisors and we have broadened our range of specialist non-legal skills to NHS clients over the years. We have an established employee relations and consultancy service which has resulted in significant cost savings for our NHS clients and frees up valuable management time for them to concentrate on strategic HR issues.

We have now added over 20 associates to this stable of specialist advisers, drawn from the ranks of former chief executives, directors and medical directors from the NHS to provide specialist consultancy support to our healthcare clients.

Commercial approach

What this means is that our service is not just based on giving you legal advice – our approach is more commercial than that. We have put together teams of specialists who can deliver real business solutions, drawing on our legal expertise, as well as our extensive network of associates drawn from our consultancy practice.

Our aim

To give you a cohesive, joined up service, one where we listen, analyse and then draw together the best blend of expertise to deliver a successful project, on time and on budget.

Workforce is the biggest element of spend for any organisation but tried and trusted methods of making cost improvement savings are being exhausted. Providers will need to innovate and work in radically different ways in order to be sustainable in future. This will include implementing new workforce models and joint working across acute, mental health, community and ambulance trusts, together with GPs, CCGs and third sector/private healthcare providers.

From listening to implementation

We won't just tell you what you should do: we will listen to what your imperatives are and then help put together a detailed project plan with options. And we don't just deliver a plan: we help you execute your chosen plan, putting the correct resources and expertise in place and ensuring they remain connected, saving you time, money and stress.

What our clients say about us

“Capsticks provides a service that is more than just the ‘legals’. They understand the business pressures on us as a foundation trust, and have a range of solutions that are delivered in a joined-up way. They make their advice accessible across our organization in a tailored way that makes sense to end-users”.

Mary Edwards, CEO at Hampshire Hospitals NHS Foundation Trust

“Capsticks are there when you need them with realistic and practical advice. They know the system inside out and are very creative with their advice and the options open to an employer. I would recommend them to everyone when dealing with these complex issues.”

Neil Pease, Director of OD and HR, Northern Lincolnshire and Goole NHS Trust



Listen

We will spend time with you to understand your needs and priorities.



Analyse

We will draw upon our unique market experience and expertise to analyse your challenges and suggest solutions.



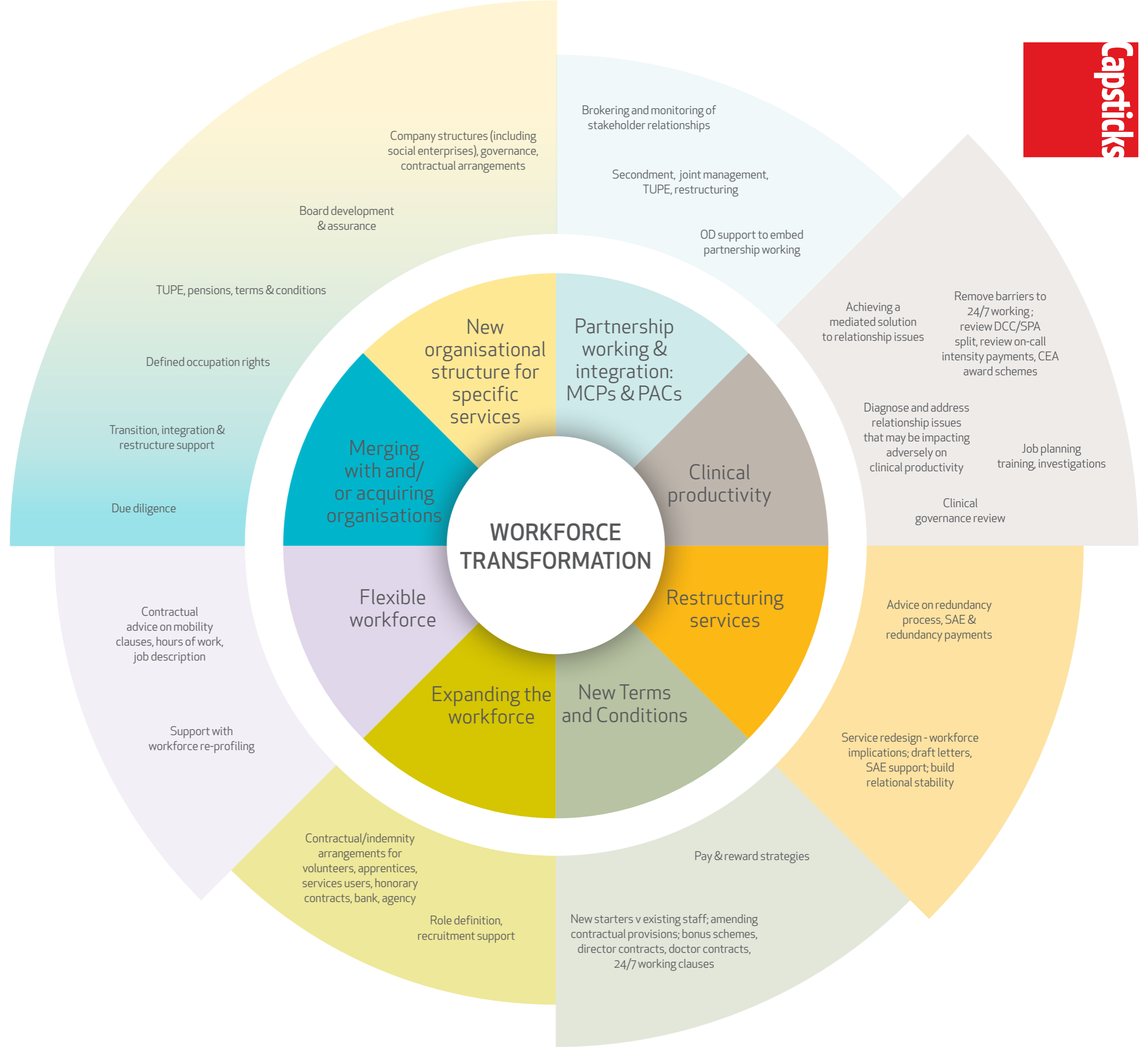
Plan

We will work in partnership with you and your management teams to plan for the implementation of your preferred solution.



Implement

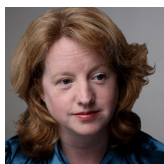
We will help you to action the plan in a robust, effective and pragmatic way.



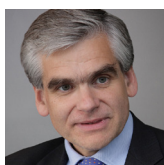
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