



## **Messenger report reiterates The Staff College stance on leadership in the NHS as a life-saving priority**

The Staff College: Leadership in Healthcare (Staff College) welcome the findings of the General Messenger Review into NHS Leadership. At a time when the reliance and pressures on the NHS have never been so high, we agree fully with General Messenger's view that 'a well-led, motivated, valued, collaborative, inclusive, resilient workforce is the key to better patient and public health outcomes, and must be a priority.'

### **Essential to prioritise the development of better leaders at all levels within the NHS**

Liz Padmore, Staff College Chairwoman said: "We're pleased to see that the huge contribution of NHS leaders, working under incredibly difficult and unstable conditions, has been lauded. Whilst we know there are many exceptional leaders who play a crucial role in the provision of good care for patients, this is not always the case and patients, and staff, suffer as a result. We look forward to seeing further support and investment for the development of leaders at all levels with focussed resources for those prepared to take on leadership roles in more challenged areas."

### **Significant work is still required to create fair and just workplaces**

Ajit Abraham, Staff College Principal, Consultant Trauma and HPB Surgeon and Group Executive Director of Inclusion and Equity, Barts Health said: "Our work with health and social care organisations up and down the country has highlighted the variability of opportunity for leaders to develop, particularly for those from minority backgrounds. There is significant work still required to address poor leadership and toxic organisational cultures. 'Right leadership' is key to creating psychologically safe, culturally intelligent, fair, and just workplaces. We welcome the renewed emphasis on the importance of developing leaders to support more collaborative and inclusive working."

### **Action will be key**

Charlie Brown, Staff College CEO said: "We support all efforts to improve the opportunities leaders have to develop their abilities to lead their teams and services more effectively. We've seen through our work of the past decade the impact that effective leadership development can have on the quality of care and experience of those accessing health and social care services, and the experience of staff providing them. However, the scale of the challenges faced by leaders facing chronic staff shortages and spiralling demands are inescapable. For meaningful change to occur, the delivery plan and commitment to action are going to be key."

Read the report here: <https://www.gov.uk/government/news/biggest-shake-up-in-health-and-social-care-leadership-in-a-generation-to-improve-patient-care>

For more information about the work of The Staff College visit [www.staffcollege.org](http://www.staffcollege.org)