

# Hospice UK Clinical and Workforce Leaders Conference

**Leadership in Action: Latest Insights for Clinical and Workforce Excellence**

**Tuesday 28 April 2026, Conference Aston, Birmingham**

## Monday 27 April 2026

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| <p><b>19:30 - 21:00</b></p> | <p><b>Networking evening reception</b></p> <p>Please join us for an informal evening of networking with your peers.</p> <p>The evening will be split into two parts. In the first part, we will celebrate our RBCS programme with Grace Cook, Resilience-based Clinical Supervision Programme Lead at the Foundation of Nursing Studies.</p> <p>The second part will be dedicated to informal networking, giving you the opportunity to connect and engage with your peers.</p> |
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## Tuesday 28 April 2026

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| <p><b>08:30</b></p>         | <p><b>Registration, exhibition and refreshments</b></p>  |
| <p><b>08:45 - 09:15</b></p> | <p><b>Breakfast session - Workforce strategy: Preparing for Employment Rights Act reform</b></p> <p><i>Kindly supported by RWK Goodman</i></p> <p>In this session, you will take away some practical insights on how to prepare your hospice for the most significant reform to employment law in over 50 years. The session will explore how these changes may impact your workforce and key areas to look out for:</p> <ul style="list-style-type: none"> <li>• Unfair dismissal - increased rights for employees</li> <li>• New Fair Work Agency</li> </ul> |

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|                             | <ul style="list-style-type: none"> <li>• Trade union rights</li> <li>• Fair Pay Agreement - are hospices in scope?</li> <li>• Liability for third party harassment</li> <li>• Zero-hour contracts - increased regulation</li> <li>• Fire and re-hire - limiting contractual variations</li> </ul> <p><b>Speaker:</b></p> <ul style="list-style-type: none"> <li>• James Sage, Head of Health and Social Care, RWK Goodman</li> </ul> <p>Chair: Theresa Ekendu, Director of People, Royal Trinity Hospice &amp; Co-Chair, National HR Leaders Group</p>  |
| <p><b>09:30 - 09:45</b></p> | <p><b>Welcome and Introduction</b></p> <ul style="list-style-type: none"> <li>• Toby Porter, CEO, Hospice UK</li> <li>• Erika Lipscombe, Chair, National Clinical Leaders Group and Director of Care, Naomi House &amp; Jacksplace</li> </ul>   |
| <p><b>09:45 - 10:30</b></p> | <p><b>Session 1 - Wider sector overview</b></p> <p>Join us for the opening plenary session where we will explore the key priorities needed to deliver safe, high-quality palliative and end of life care for everyone who needs it. This session will highlight the vital role of nursing leadership in achieving excellence across all levels, drawing on the wisdom, knowledge, and skills of nurses as patient advocates.</p> <p>We will hear from Duncan Burton, Chief Nursing Officer for England, and we will be discussing how nursing leaders foster effective team working, champion a culture of compassionate care, drive innovation, and uphold professional standards to ensure the very best outcomes for patients and their families. Don't miss this opportunity to be inspired and empowered to make a meaningful difference in your practice and hear from senior nurses at the heart of palliative and end of life care improvement.</p> <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Sherree Fagge, Deputy Director of Nursing for Palliative Care, End of Life Care NHSE</li> <li>• Annette Weatherley, Chief Nursing Officer, Marie Curie UK</li> <li>• Emma Dixon, Director of Clinical Services, Moya Cole Hospice</li> </ul> |

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|                      | Chair: Erika Lipscombe, Chair, National Clinical Leaders Group and Director of Care, Naomi House & Jackspace  |   |
| <b>10:30 - 11:15</b> | <p><b>Session 2 - Organisational culture and wellbeing in hospice leadership: From intent to impact</b></p> <p>Inclusion by intent. Equity by design.</p> <p>Hospices are built on compassion. But compassion does not automatically produce equity.</p> <p>This provocative session challenges clinical and HR leaders to confront a critical question - if every life has equal value, do our systems reflect that belief?</p> <p>Inclusion does not happen by accident. It is designed – or it is diluted. From recruitment and progression to service access and governance, everyday decisions shape who thrives, who feels seen, and who remains invisible.</p> <p>Drawing on organisational culture and system design, this session moves beyond intention to impact. It invites leaders to examine how inequity can persist despite good intent – and what accountable leadership looks like in practice.</p> <p>Leaders will leave with practical, measurable actions to ensure inclusion is not a statement of values, but a visible outcome of how their hospice operates.</p> <p><b>Speaker:</b></p> <ul style="list-style-type: none"> <li>• Siobhan Corria, Senior People and Culture leader</li> </ul> <p>Chair: Erika Lipscombe, Chair, National Clinical Leaders Group and Director of Care, Naomi House &amp; Jackspace</p> |   |
| <b>11:15 - 12:00</b> | <b>Refreshments &amp; Exhibition</b>  |   |
| <b>12:00 - 12:45</b> | <b>Session 3A - All Wales Competency Framework for Adult Palliative and End of Life Care 2025</b>   | <p><b>Session 3B - Learning from mistakes: creating a just culture for people to speak freely</b></p> <p><b>Speakers:</b></p> |

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|                             | <p><b>Speakers:</b></p> <ul style="list-style-type: none"> <li>• Maria Parry, Programme Manager, National Programme Palliative and End of Life Care, NHS Wales Performance and Improvement</li> <li>• Danni Garret, Programme Manager for Planned Care, Cancer and Women's Health, Health Education and Improvement Wales</li> </ul> <p>Chair: Emma Dixon, Director of Clinical &amp; Digital Services/SIRO, Moya Cole Hospice</p> | <ul style="list-style-type: none"> <li>• Katherine Cooper, Senior Nurse at St Nicholas Hospice Care</li> <li>• Erika Lipscombe, Chair, National Clinical Leaders Group and Director of Care, Naomi House &amp; Jacksplace</li> </ul> <p>Chair: Erika Lipscombe, Chair, National Clinical Leaders Group and Director of Care, Naomi House &amp; Jacksplace</p>  |
| <p><b>12:45 - 13:45</b></p> | <p><b>Lunch &amp; Exhibition</b></p>   |  |
| <p><b>13:45 - 14:30</b></p> | <p><b>Session 4A - Continuing Healthcare</b></p> <ul style="list-style-type: none"> <li>• Rachel Hutchings, Fellow, Nuffield Trust</li> <li>• Jo McCollum, Director of Commissioning and Development, St Luke's Hospice</li> </ul> <p>Chair: Emma Dixon, Director of Clinical &amp; Digital Services/SIRO, Moya Cole Hospice</p>   | <p><b>Session 4B - Employment Rights Bill: From policy to practice</b></p> <p>What does the Employment Rights Bill really mean for Hospices? This interactive session cuts through the complexity and creates space for honest discussion, shared learning and practical next steps you can take back to your organisation.</p> <p>Facilitated roundtables by:</p> <ul style="list-style-type: none"> <li>• Theresa Ekendu, Director of People, Royal Trinity Hospice &amp; Co-Chair, National HR Leaders Group</li> </ul> |

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|                      |   | <ul style="list-style-type: none"> <li>• Jacqueline Gaffin, Head of People and Culture, Hospice UK</li> <li>• Maaïke Vandeweghe, Clinical Advisor - Workforce, Hospice UK</li> </ul> |
| <b>14:30 - 15:00</b> | <p><b>Headline sponsor - It's not you...It's me (Gen-Z): Rethinking how we attract, develop and retain early-career talent</b></p> <p><i>Kindly sponsored by Atkinson HR Consulting</i></p> <p>"Young people at work are entitled. They're lazy. They don't live in the real world." These are familiar headlines. But how true are they? In this keynote, we'll challenge some of the most common myths about early-career professionals and explore what's really shaping their expectations of work today. Research consistently shows that younger workers are highly motivated by purpose, development and flexibility over some of the traditional markers of success. Drawing on these insights, we'll explore the challenges and opportunities of building a multi-generational workforce in hospices, and offer practical ideas for attracting, developing and retaining early-career talent without falling into the trap of generational stereotypes.</p> <p><b>Speaker:</b></p> <ul style="list-style-type: none"> <li>• Graham Atkinson, Consultant and Director, Atkinson HR Consulting</li> </ul> <p>Chair: Erika Lipscombe, Chair, National Clinical Leaders Group and Director of Care, Naomi House &amp; Jacksplace</p> |  |
| <b>15:00 - 15:30</b> | <b>Refreshments &amp; Exhibition</b>  |  |
| <b>15:30 - 16:45</b> | <p><b>Session 6 - World café: Sharing hospice good practice</b></p> <p>A practical, rotating "mini showcase" where attendees choose stations to visit and learn from hospice examples across clinical and workforce topics.</p> <ul style="list-style-type: none"> <li>- <b>Supporting effective transitions to palliative care teams for young people with life-shortening conditions</b> <ul style="list-style-type: none"> <li>o Tracy Jones, Director of Family Wellbeing and Outreach Services, Tŷ Hafan</li> <li>o Amanda Whateley, Clinical Programme Manager - Transition, Hospice UK</li> </ul> </li> </ul>  |  |

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|                             | <ul style="list-style-type: none"> <li>- <b>A framework for the future: RGP professional development booklets</b> <ul style="list-style-type: none"> <li>o Dr Lisa Nolan, Palliative Medicine Consultant, Rennie Grove Peace Hospice</li> </ul> </li> <li>- <b>Education</b> <ul style="list-style-type: none"> <li>o Chris May, Lecturer in Palliative and End of Life Care, Keech Hospice</li> </ul> </li> <li>- <b>Zero-Cost Recruitment Wins: Simple Changes to Improve Your Recruitment</b> <ul style="list-style-type: none"> <li>o Gareth Bowley, Head of Recruitment, Dorothy House Hospice Care</li> </ul> </li> <li>- <b>Fairness, Respect, Equality, Diversity, Inclusion, and Engagement (FREDIE) accreditation</b> <ul style="list-style-type: none"> <li>o Georgina Chandler, People Director, St Wilfrid's Hospice</li> </ul> </li> <li>- <b>Making data count - hospice collaboration in Greater Manchester</b> <ul style="list-style-type: none"> <li>o Martin Foster, Programme Lead, Greater Manchester Hospices Provider Collaborative</li> </ul> </li> </ul> <p>Facilitated by:</p> <ul style="list-style-type: none"> <li>• Emma Dixon, Director of Clinical &amp; Digital Services/SIRO, Moya Cole Hospice</li> <li>• Maaïke Vandeweghe, Clinical Advisor - Workforce, Hospice UK</li> </ul> |
| <p><b>16:45 - 17:30</b></p> | <p><b>Session 7 - Robot Souls - Why your junk code matters</b></p> <p><i>Kindly supported by St Wilfrid's Educational Grant</i></p> <p>Every day in the news and on social media another AI milestone is reached. In the sector, the 2025 Hospice Technology Maturity Report shows AI slowly creeping up the agenda, and in February Sue Ryder announced a partnership with Heidi's AI scribe to free clinicians up to spend more time with patients. But there is a risk that pressure to save money could lead to precipitous adoption of AI in an unhelpful way. This session explains why using the lens of 'junk code' is the best way to decide what can be outsourced to AI and what must be delivered by humans. Drawing on her book Robot Souls, Eve Poole will explain the concept of human 'junk code' and why it has always been the</p>  |

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|                                 | <p>secret of our success. She will invite you to re-describe your role in these terms, so you can better defend it in an AI world.</p> <p><b>Speaker:</b></p> <ul style="list-style-type: none"> <li>• Dr Eve Poole OBE</li> </ul> <p>Chair: Emma Dixon, Director of Clinical &amp; Digital Services/SIRO, Moya Cole Hospice</p> |
| <p><b>17:30 -<br/>17:35</b></p> | <p><b>Last thoughts and conference close</b></p> <ul style="list-style-type: none"> <li>• Erika Lipscombe, Chair, National Clinical Leaders Group and Director of Care, Naomi House &amp; Jacksplace</li> <li>• Theresa Ekendu, Director of People, Royal Trinity Hospice &amp; Co-Chair, National HR Leaders Group</li> </ul>   |