



# *Curriculum Vitae*

## **Annette Rushmere**

Health Development Consultant  
SRN HV MIHM

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## profile

I am a health development consultant with extensive experience of working in the NHS. Previous experience also includes work with WHO [World Health Organisation], local authorities, private business and the private healthcare sector. My expertise lies in the facilitation, development and management of projects, in service reviews and in standards development.

I am an Associate of the Health Quality Service [ now known as CHKS]. From 1999-2007 I served as a Non-Executive Director of Basingstoke and North Hampshire Foundation Trust.

## key strengths

### *Management Ability*

- Experienced at working across professions and agencies and managing across boundaries
- Proven ability to develop and maintain credibility and effective working relationships with senior staff from a broad range of disciplines.
- Clinical and management background
- Able to manage ambiguity and uncertainty.
- Ability to see projects through and a knowledge base underpinned by a range of clinical and management skills.

### *Skills*

- Good written and verbal communication skills
- Analytical skills with a focused approach to problem solving and attention to detail
- Excellent presentation skills
- Good training skills
- Conference organisation skills

### *Personal Characteristics*

- Creative and adaptable and able to get the best out of people.
- Entrepreneurial and visionary in approach to project development
- Drive, enthusiasm and initiative to carry projects through to a successful conclusion
- Ability to see the bigger picture

## academic history and training

		<b>Obtained</b>
City of Bath Girls Grammar School, Bath: September 1959 - July 1966	9 GCE "O" level passes	July 1964
	GCE "A" level Biology and Chemistry studied	July 1966
Guy's Hospital, London Jan 1967 - April 1970	State Registered Nurse	April 1970
Queen Charlotte's Hospital, London	Obstetric Certificate	Nov 1970
Polytechnic of the South Bank Sept 1971 - Sept 1972	Health Visitor Certificate	Sept 1972
National Childbirth Trust	Psychoprophylaxis course	Oct 1973
Family Planning Association	Family Planning Certificate	May 1975
North East Surrey College of Technology Sept 1975 - June 1976	City & Guilds 730 F. Education teaching certificate and fieldwork tutor's course	June 1976
Health Education Authority	"Look After Heart" tutor and Tutor trainer qualifications	1988 - 1990
Health Services Management Unit, Manchester University	Opportunity 2000 - Management Development for Women	March 1993 - July 1994
South & West RHA	Introduction for Computers, Microsoft Word for Windows 2.0	1995
South & West RHA	In-house media training	1996
South & West CPD	Pilot Scheme with IHSM	1997-1998
South & West Development Forum	Facilitators Course	1998
London Enterprise Agency Business Training & Development	Computer Aided Business Solutions	1998-1999
Basingstoke College of Technology	Intermediate Word	May 2004
<b>NHS</b> Non Executive Director BNHFT	1999-2007 and Development workshops	
Member:	Institute of Health Management	1993-2009
Honorary Member:	UK Accreditation Forum	2008
Associate :	Health Quality Service [now CHKS]	
Visiting Fellow in Health Promotion for Wessex Institute for Health Research and Development		1998

## CAREER HISTORY

Self employed	Health Development Consultancy	1998 – date
University of Southampton	Health Development Manager - reporting to the Director of the Wessex Institute for Health Research and Development	1996 -1997
The Wessex Institute for Health Research and Development	Health Promotion Project Manager with added responsibility for Health at Work in the NHS for Wessex region and subsequently South & West Region	1994 - 1996
The Wessex Institute for Health Research and Development	'Look After Your Heart' Workplace Officer	1991 - 1994
Self employed	'Look After Your Heart' and QUIT - Stop Smoking trainer	1990 - 1991
Self Employed	'Look After Your Heart' and Workplace tutor running classes in community setting and in private companies (e.g. IBM, Estee Lauder, etc)	1988 - 1990
Career break	Ran a small business making curtains/ blinds. Also involved in school activities, and PTA committee to put seat belts in the school minibus.	1979 - 1988
Stockport Area Health Authority	Nursing Officer/Health Visiting	1978 - 1979
Merton/Sutton/Wandsworth Area Health Authority	Nursing Officer/Health Visiting	1976 - 1978
Merton/Sutton/Wandsworth Area Health Authority	Health Visitor	1974 - 1976
Royal Borough of Kensington & Chelsea	Health Visitor	1972 - 1974
Polytechnic of Southbank London	Health Visitor training	1971 - 1972
Royal Borough of Kensington & Chelsea	Clinic School Nurse	1971
Queen Charlotte's Hospital London	Obstetrics	1970
Guy's Hospital and BUPA Agency, London	SRN	1967 – 1970



## CAREER HISTORY

### Health Development Consultancy Achievements 2006 - 2008

- Project mapping the services for treatment and support of obese and overweight children and young people in Hampshire  
Hampshire Primary Care Trust, April – July 2008
- Dental Workforce Planning Conference  
Dental Dean, Oxford Deanery February – March 2008
- Set up and organized 4 national conferences for prison dentists  
DOH /Oxford Dental Deanery July 2006 – February 2007
- Dental Consultancy support to develop dental contract with University of Portsmouth  
Portsmouth Primary Care NHS Trust April -May 2007
- Consultancy and governance review of charity  
Lifeblood the Thrombosis Charity June- August 2007

### Achievements 2003 - 2006

- Project Manager Surrey Dental Clinical Information Systems Development  
DOH / East and West Surrey Health Authorities, Primary Care Trusts, August 2001 – May 2006
- Unscheduled Dental Care Review Surrey  
Six Primary Care Trusts in Surrey, June 2005-March 2006
- Salaried Dental Services Review Gloucestershire  
Avon Gloucester and Wiltshire Strategic Health Authority and Cotswold and Vale Primary Care Trust, July 2005- January 2006
- Dental Contract Support  
New Forest Primary Care Trust, December 2004-September 2005
- Dental Services Review West Dorset  
North Dorset and SW Dorset PCT's, January 2005-May 2005
- Project Manager PDS Salaried Service Development  
Wycombe and Chiltern & S Buckinghamshire PCT's, September 2004 - May 2005
- Dental Services Review Isle of Wight  
Department of Health March 2004 – October 2004
- Project support for Prison Dental Health Hampshire and Isle of Wight  
Department of Health / Southampton and SW Hampshire Health Authority, October 2003 – September 2004

- Occupational Health and Workplace Health standards for Health Quality Service manual  
HQS August 2004
- Development of standards, policies and processes for an occupational health service  
NHS Professionals Southwest, March 2003 – May 2004
- Development of standards and completion of a self assessment manual for Health Promotion in Hospitals World Health Organisation, September – November 2003

## Achievements 2001-2002

- Participation in Workshop on developing European Standards for Health Promoting Hospitals  
W. H. O. Bratislava, Slovakia, May 2002 and ongoing [ as associate of HQS]
- Development of Action Plans for the National Service Frameworks for CHD  
Slough PCT / Bracknell PCT / Windsor, Ascot and Maidenhead PCT, January - April 2002
- Project Manager Southampton University Dental Access Centre Development.  
Southampton and SW Hampshire Health Authority, April 2001 – March 2002
- Health Promoting Organisations Development project with audit tool and training  
Carlisle Hospitals NHS Trust, March 2000 – 2002
- Project Manager Personal Dental Service and Oxfordshire Dental Access Centre Development.  
Oxfordshire Health Authority, June 2000 – Sept 2001
- Development of Sattelite toolkit for self assessment and peer review for Eastleigh Healthy Living Network – training day  
Eastleigh Borough Council / Southampton and SW Hampshire Health Authority, June 2001
- External Investigation into a service complaint  
Berkshire Health Promotion Service / Berkshire Health Authority, Jan – March 2001
- Project Manager Surrey Dental Access Centre / IT Development.  
DOH / East and West Surrey Health Authorities, August 2001 – 2006

## Achievements 1999-2000

- Health Promoting Hospitals training and development  
Priority Healthcare Wearside NHS Trust, December 2000
- Regional Consultation Process on Workforce Development Confederations  
NHS Executive South East, August – October 2000 [associate with BDS Consultancy]

- Project manager Personal Dental Service Isle of Wight  
Isle of Wight Healthcare NHS Trust / Isle of Wight Health Authority June 1999 – May 2000
- Development of a Healthy Workplace Strategy Berkshire  
Berkshire Health Promotion April – June 2000
- Development of Health at Work in Primary Care – a self assessment workbook  
Southampton & South West Hampshire Health Authority
- Development of Healthy Care Homes – an audit tool with peer review and accreditation scheme  
Southampton & South West Hampshire Health Authority
- Updated Health Promoting Hospitals audit tool, running training programmes, and supporting NHS Trusts.  
Pat Dark, Senior Policy Advisor South East NHS Regional Office
- Various training programmes in NHS Trusts on an ad hoc basis.
- Appointed Non – Executive Director of North Hampshire Hospitals NHS Trust in November 1999.

## Achievements 1998

- Updated the 'Health at work in the NHS' 12 point action plan  
Health Education Authority
- Option Appraisal for Workplace Health Promotion North Hampshire  
Loddon NHS Trust
- Review of a Healthy Workplace Award North Hampshire  
Loddon NHS Trust
- Occupational Health Review and production of tender documentation  
Hampshire Ambulance NHS Trust

## PREVIOUS ROLE

I was employed by the University of Southampton in the Wessex Institute for Health Research and Development following the disinvestment of the Institute from the former Wessex and South and West NHS regions. The Institute joined the University in February 1996. My role as a health development manager was to lead multi disciplinary teams to support and develop various projects on a region wide basis in a contract for the NHS in the South and West. The main emphasis of my work was on projects in the work place (NHS, local authority and private sector) and in hospital settings.

## Key achievements in previous job

- Developed, piloted and evaluated an audit tool, peer review and accreditation scheme in nine NHS trusts in the South and West region for Health Promoting Hospitals. Member of the National Reference Group for HPH led by the NHS Executive and for the South and West region.
- Developed a set of standards for Healthy Workplaces in the NHS - "Healthy Workplace Indicators".
- Developed a set of standards for occupational health in the NHS - "NHS Occupational Health Service Standards".
- These publications have been distributed nationally and internationally and presented at national and international conferences.
- Developed and ran a regional Heartbeat award scheme. This involved interagency work with local authorities and dietitians, producing training programmes for catering managers and Environmental Health Officers, standard setting for nutrition, two regional directories of the awards, designed and developed our own resources, developed a multi award approach to ceremony presentation, and commissioning research to determine the effectiveness of the scheme.
- Co-ordinated and managed various workplace projects for the previous Regional chairperson. This involved working with the public and private sectors of industry at a senior level.
- Developed regionwide workplace networks and workplace training programmes customised to meet the organisation's needs. Organised and ran high profile regional conferences, and produced an annual compilation of good practice in the NHS workplace for the South and West (1993 to 1997). Also developed and ran a regional lifestyle exhibition service for the public and private sectors.
- Built up the job from scratch as there was no previous postholder. During the early part of this job facilitated all Family Health Service Authorities (FHSA's), and all District Health Authorities (DHA's) to sign the 'Look after your Heart Workplace Charter'. Wessex region was the only region in the country to achieve this status.




## PRESENTATIONS at NATIONAL AND INTERNATIONAL CONFERENCES

- Poster presentation at 3rd International Conference on Health Promoting Hospitals, “Health Gain Measurements for Hospital Management and Health Policy as a Tool” Linköping, Sweden, June 1995.
- Three oral presentations at the “Quality Assessment in Health Promotion and Health Education” - 3rd European Conference on Effectiveness Turin, Italy, September 1996.
- Presentation at the 3rd National Conference for Health Promoting Hospitals, Stafford, England, November 1996.
- Presentation at the 5th International Conference for Health Promoting Hospitals, Vienna, Austria, April 1997.
- Presentation at the 7th National Managing Health Promotion Conference, Windemere, Cumbria, October 1997.
- Presentation at the 4th National Conference for Health Promoting Hospitals, St Albans, Herts, November 1997.
- Presentation at the 5th National Conference for Health Promoting Hospitals, Glasgow, Scotland, July 1998.
- Presentation at National Conference for Health Promoting Hospitals, October 1999.
- Presentation at Health Promoting Organisations Conference, Penrith, Cumbria, November 2001.
- Poster Presentation at 10th International Conference on Health Promoting Hospitals, Bratislava, Slovakia, May 2002.
- Presentation at W.H.O. workshop on developing European Standards for Health Promoting Hospitals, Bratislava, Slovakia, May 2002.
- Presentation at W.H.O. workshop on developing European Standards for Health Promotion in Hospitals, Moscow, May 2004

## PUBLICATIONS

- Scriven A - “Alliances in Health Promotion - Theory and Practice” Jointly produced a chapter in the above book published in 1997.
- J.K. Davies and G. Macdonald -Quality, Evidence and Effectiveness in Health Promotion”. Contributed to a chapter in the above book published in 1998.
- D. L. Warm, A. E. Rushmere, B.M. Margetts, L. Kerridge and V.M. Speller,



The Wessex Institute for Health Research and Development  
The Heartbeat Award Scheme - an evaluation of catering practices”  
Journal of Human and Nutrition and Dietetics (1997), 10, 171 - 179.

- Various articles in the Health Education Authority’s “Healthlines”, and Health at Work newsletter.
- “Health Promoting Hospitals in the South and West of England”, article written for the Health Promoting Hospitals Newsletter No 8 - October 1996, WHO-EURO network.
- Produced a regional Heartbeat Award Directory for 2 years.
- Produced “Healthy Workplace Indicators”, ISBN 09523559 73 for Health at Work in the NHS.
- Produced “NHS Occupational Health Service Standards”, ISBN 09523559 3 0 for NHS Occupational Health.
- “Contributed to the Southampton and South West Hampshire Health Authority Public Health Report 1997.
- Special report Croner’s General Practice Manager Development of Health at Work in Primary Care Issue 25, July 1999