



Jan's Weekly Update

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It's early and I'm sitting on my sofa writing this before going off to a meeting - it's a beautiful day and I can see a Balloon floating across the valley, one of those with a basket on the bottom! Very peaceful, which is more than I can say for this week at work - it's been all go!

Some things to tell you:

Director Appointments

I said I'd let you know as soon as I could, who we appointed as Director of Finance. Well although all the paperwork isn't complete, it has inevitably started to leak out, so I agreed to let you know now so you're not the last to find out! Ros Franke was offered the post - she is presently Director of Finance (North Midlands) at NHS England. We are really lucky to get her, she lives locally and has worked in and around the region for a while, so knows what she's letting herself in for!



Although we are lucky to get her, remember she picked us too, so although I am really going to miss Trish, it's really softened the blow knowing Ros will be joining us. Once we know when she can start, we will make sure she gets into diaries to meet with some of you.

We also interviewed for the Medical Director post this week, to make the role more permanent, as Dr Peter Clowes and Dr Ganesh were in an interim arrangement. That was a bit of an experiment and we decided that the job share didn't give either of them enough time to do the job - only 12 hours each a week!

So Dr Peter Clowes decided he would prefer to focus on his work in Community Hospitals and Urgent Care and to step away from the Medical Director role. I'm really pleased he wants to do that because it is important work and he is making good progress supporting staff to improve and change to meet the needs of our communities. He's been particularly helpful brokering relationships with GP colleagues, who are really important to us in our community settings and don't always feel part of the team.

We interviewed on Tuesday morning for the Medical Director post and I will let you know, when we've agreed arrangements, the person we have offered the job to.

Preparing and Planning

I had a number of planning meetings this week. I met with my PA to try to sort out my diary, which is a bit full! I don't know how she keeps me on track - every now and again we have to re-prioritise and make some tricky decisions about what I can and can't do - keeping time for me to think and to do work!

The OD Team (Sonia and Deborah), Steve and myself met to discuss the CTLG agenda, the Summer Away Days for all staff (I talked about last week) which I'm excited about and to agree if we are going to introduce Human Factors - this is a model to help us think about when things go wrong slightly differently - to help us learn more and criticise less!

I'm not sure we've got it all right yet - we had a letter from the CQC ahead of the report following the visit to Stoke Heath Prison. They have identified some things that need attention now - we knew about a couple of them and are working to put them right (they are tricky issues) but I was disappointed that a couple of the issues raised weren't really on the radar - staff knew that things weren't quite right but didn't or couldn't ask for help. That needs to change.

We can't fix everything, but we have shared responsibility to keep trying and to ask for help and expect a response.

Performance Reviews

It's that time of the year again when we put divisions on the spot - asking them to tell the Executive Team what they've achieved, what needs to improve, what they're doing about it and what help they need to do it! It was the Children's Division's turn yesterday - they gave a really good account of themselves, responded to the challenges positively and I think we all went away with some actions and a clear view of what they're up to this year!

The team had some brilliant examples of patient family involvement, improving outcomes for their patients and some impressive improvements in performance. Well done CAMHS on waiting times and I don't think I've ever seen such a good performance for mandatory training - 97%!! There is a challenge to the rest of us!

Out and About

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I attended the Ludlow League of Friends meeting on Wednesday evening - it was a lovely evening to drive over there. The last meeting was in February, so it was dark and rainy! It was good to see them - they raise so much money for the hospital and the volunteers are really helpful. I always make a point of saying 'thank you' on behalf of all of us. Rachael Brown and Amber Grinker told the League about the Recruitment Fair they were holding the following day - really pleased they are thinking differently about how to attract staff to work in Ludlow - people enjoy it there once they know about it! Apparently the day went really well with over thirty people attending looking for jobs!

Talking of good days out, I know many of you attended the Health and Wellbeing Day at Shrewsbury Town FC on Monday. Sadly I couldn't get there, but have heard many stories from the taster sessions and the five-a-side football! Apparently Zumba was hilarious (that would have been my choice). We need a girls team in the next five-a-side or let's play netball!

And finally...

I attended the first day (of two) of Mentor training - I attendee for two reasons, firstly as I hope it makes me a better mentor and secondly to show support for the project run by Chester University. I got a lot out of the day and really enjoyed working closely with and learning from staff I don't often get chance to spend time with. We have homework and lots of reading before the next session, so I would get cracking.....
I do hope more of you will consider training in the future and or taking advantage of having a mentor, I wouldn't be without mine!

Until next week

Jan

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