



# Jan's Weekly Update

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This will have to be a quick note today...

I'm in Birmingham meeting with Chief Executive and NHSI colleagues. I set off early so I miss the traffic and can write to you before the meeting. The traffic was terrible this morning - where is everyone going???? So what should have taken me 45 minutes took me 1 1/2 hours !!!! Maybe they are all going Christmas shopping...

I use the time in Birmingham wisely and take the opportunity to catch up with other CE's after the meeting to swap notes, get ideas and make sure we are on track.

We have discussed using technology to communicate ( not just phones) and we do, but sometimes it's just important to meet face to face.

Another busy week asking myself how I got to Friday. It started with Induction of new staff, I'm so pleased we are now catching most people on their first day so they get a few bits of information, tools and tips and most importantly a big welcome before they launch into their new jobs.

## Meaningful Conversations

More meetings and agreeing actions with one of our community teams that's struggling at the moment. I had a very positive meeting with one member of staff who helped me understand the challenges she faced, the help and support they need but also showed me that she could see how she could make things better - it's easy to lose sight of that when things are difficult but as we acknowledged that can be self destructive. She was joined by a very supportive line manager - her words as well as mine. I'm sure if we work as a team things will change.

## Thinking about the Future

A lot of STP and Future Fit talk this week in our area, on the radio and in the papers. What we are all being asked to do to plan for the future in the NHS and across Social Care is very hard, not helped by tight timelines and being asked to work very differently as a system than perhaps we have over the past few years. We will get there, but if the answers were simple, straight forward and we could have anything we want then we probably wouldn't need to plan would we.

## Time for new contracts

This is on the back drop of lots of discussions about our contracts for 2017/18 - we are required to get them agreed and signed this week (for next year). Lots of work by many people required to make sure we get a fair deal and I think we are there. That really isn't the case for many of our community colleagues around the country, which I'm sure I'll hear more about today. It doesn't mean we won't have another challenging year, both in terms of saving money to fund our EPR programme and meet our financial targets, continue to work with the economy to plan for the future and to deliver the "day job" which I know is challenging enough!

Our Culture Working group met yesterday - I attend but don't lead this. It's a group of interested staff, and patients/carers working on many projects to support us all to work in an environment that fits with our values. I was really pleased to see that our supervision plans are really motoring now - some of our teams and individuals already do regular reflective practice but we knew we needed more activities so there are choices for everyone, clinical and non clinical - not everyone enjoys or has time for one to one supervision but there are other ways to get time out to reflect on our day and recharge.

## Out and About

A subject we talked a lot about when the Execs visited the Occupational Health team this week. We are so lucky to have that team committed to support all of us to stay well and happy at work. They are upbeat, professional, skilled and rushed of their feet - every individual member of our staff is at the centre of everything they do.

Right, I have to go. At least we have ended the week not having to scrape the frost off our cars. I've noticed many of you have coughs and colds at the moment - try to take time to care for yourselves at this busy time of year - get you flu jab (sorry you know I think it's important - a cold is miserable - flu is serious ) and I hope you get your Christmas shopping sorted too!

Until next week...

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