



# Jan's Weekly Update

With Julie Thornby, Director of Corporate Affairs

Issue 231– 06.04.2018



Jan is on holiday this week, and it's my turn to write the weekly blog so here goes ....

Do you know the feeling when you're asked to step up and cover something that you don't usually do? It can be exciting to get the chance to do something different, and also a bit of a 'head scratch' because it's unfamiliar and makes you think that bit harder. So for all of you who are doing something a bit unfamiliar, and taking the opportunity to reflect and maybe learn something, this one's for you!

So what has my week consisted of?

Our HR and Occupational Health team had its regular get together with operational managers. We worked on quite a few things, including what more we can do to support staff who are suffering with Musculo-skeletal problems or mental health issues – like the rest of the NHS, those are amongst the most common reasons for people to be ill or off. Our Occupational Health Team have been looking at new types of staff support we could offer, and we want to get some of these up and running. (You might know that our Occupational Health team provide a service to some external organisations, which gives them a great opportunity to share ideas and learn with people outside our own Trust)

We also looked at the latest statistics about how long it takes us to recruit. From talking to you when I'm out and about in services, I know that some people still feel it takes too long. We've been working hard on making it quicker, which applies to all the people involved - the team leaders/managers who identify up front what sort of person/band/hours needed, and then the recruitment team who run the process. Our time to recruit has been steadily reducing – on average 74 working days currently – but we know there are some 'hard to recruit' jobs we need to do more on, and we're always looking for ways to streamline the process. For example, Occupational health are moving to online health questionnaires for applicants to save some time.

We also looked at this Trust's gender pay gap – you'll have heard lots in the news about it. Our 'gap' is that if you take the average hourly pay of all the men working in this organisation compared to the average hourly pay of all the women, men earn 14% more, which reflects the fact that there are slightly more men in higher paid bands/jobs than women. We'll be working on how best we can address that. Incidentally, another issue that's been raised is that our workforce is 89% female, and given that our patient population is more 50/50 male/female, wouldn't it be better to have some more men in caring roles than we currently do?

Meanwhile in estates...there are always lots of issues going on with our buildings – we have over 100 of them, with a range of different landlords to deal with. Since Mel Duffy left I have the lead for estates so had one of my regular meetings this week with Robert Graves from South Shropshire and Staffordshire Foundation Trust, who is our Estates Director and whose estates team provide a service to us.

Finally, do you remember a few weeks ago an email that came out to all staff asking for your help in developing our new plan for Everyone Counts – Equality and Diversity? Thank you very much to the people who volunteered – and we'd love to hear from anyone else! This is all about making sure that our patients and our staff – from all different diverse groups – get the best possible experience. Although we've done a lot, we also have evidence that not everyone from the equalities groups gets the same level of good experience.

We'd love to get a really diverse mix of people contributing – for example some younger staff, staff with a disability or who are from a black, Asian or minority ethnic background. You can be involved as much or as little as you like, and it would be great to hear from you. Please do contact Mark Donovan at [Mark.Donovan@shropcom.nhs.uk](mailto:Mark.Donovan@shropcom.nhs.uk) or me.

Please watch out too for Equality and Diversity Week which is 14th to 18th May.

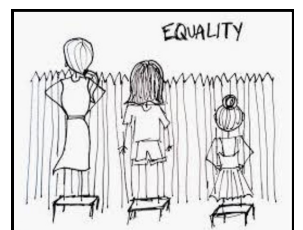
I hope you like the picture which sums up an important principle of everyone counts.

Thanks and till my next turn at the weekly blog....

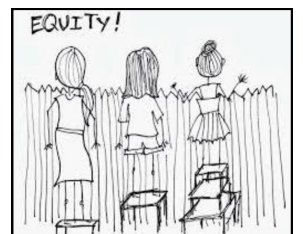
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**Fairness = Doing the same thing for everyone regardless of who they are**



**Justice= making allowances and adjustments for certain people**

