



Jan's Weekly Update

Jan Ditheridge, Chief Executive



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Am I Parochial ?



I took a week off last week and spent it in Italy - walking. I enjoyed every minute - well except for catching a cold and falling over sustaining a number of rather attractive bruises. The area we were in was absolutely beautiful and the people we met fantastic but I have to say driving Malvern to Shrewsbury through Worcestershire, Herefordshire and a big chunk of Shropshire on my trip back to work only reinforced what a stunning part of the world we live and work in - I had just spent a week in a UNESCO area of outstanding natural beauty, and know I'm lucky to have done it - but returned to home, back to something just as beautiful without all the tourists!!

For the rest of the week I've been catching up with my team and of course a number of emails.

Our Future

I know you heard the news that we will not be merging with SATH or SSSFT while I was away - I'm sorry I wasn't here when the news broke but having spoken to many of you now I know you've had plenty of communications, understand the decision by NHSI and know where to go with your questions.

I met with our Non Executive Directors and our Chairman yesterday to discuss in more detail what we need to do next to ensure that we do take advantage of the opportunities all organisations identified to improve patient pathways through the process, and ensure we understand what our future looks like. The Board will work hard with NHSI to ensure we do this.



Local Workforce Action Board (LWAB)

I am the Chair of this group - it's a system wide group (STP) bringing together all organisations delivering health and care to plan and discuss workforce issues from redesign of skills to recruitment retention and training and education.

We met this week and explored what we can do together to ensure we develop Shropshire's workforce now and in the future. We are developing a strategy - a plan for the future and thinking how and where we can work differently to ensure patients get a good deal and staff have great careers. It's exciting but tricky to keep everyone interested - because they are really busy but I believe we can create some exciting opportunities in our organisations and across the system. Many of you are involved in bits of this work and I'll keep you informed on progress.

CTLG

We met with leaders in Church Stretton on Wednesday afternoon - not as many there as usual but good to discuss a range of things including celebrating Equality and Diversity week, CQC improvements and how the workshops explaining the new leadership structures are going. We explored how we might recruit more men into some of our professions - to balance things up a bit and bring different attributes to our teams. We considered how we would fair when CQC come - our trick will be to show and tell what we do - they can't see it unless we show them, and there is so much to show!



The move to localities in adult services is now underway and good to hear we are getting staff together to discuss the changes but more importantly think about what we can do differently to improve patient pathways, reduce duplication and share skills because we're working with a locality focus. Children's services and our specialist teams are also thinking about how they can use this opportunity to work more effectively. It's a great opportunity, but requires change so may feel a bit bumpy for a while. We need to keep talking and sharing!

Performance Reviews

It was Children's services and their corporate support (HR and Finance) turn yesterday to meet with the Executive team to show and tell what they've achieved over the last year, what is still challenging them and what they're going to focus on next year to achieve their objectives. Lots of examples where they have improved outcomes for patients and staff, more to do in some areas and lots of learning to pay attention to, especially on how we communicate with staff through change and how we share learning when something hasn't gone well.

We also talked about how they will tackle teams who are working long hours -"over working". It's not all areas and they are targeting them to make sure people are able to go home on time, take their breaks and not feel they are overloaded. I know it's not easy but it's really important.

It was a pleasure to meet with them - motivated, committed and ambitious for their patients and teams as always....

Right I have to get on now. I hope you get out to enjoy the sunshine at some point while it's here.

Good to be back.

So Until next time

Jan Ditheridge

Chief Executive

Shropshire Community Health NHS Trust

