



# Jan's Weekly Update

With Ros Preen, Director Of Finance



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## Valuing our Workforce – New Pay Deal

As I was driving back from Birmingham before lunch to finalise this brief, it was announced on the radio that the Unions have voted for the new pay deal. This is quite a significant moment and so I wanted to pause and reflect. There is a bit 'process' still to happen (ratification by the NHS Staff Council, but I expect this will be soon). This will be good news for many of you, and for people who are yet to join the NHS and more importantly, our teams at Shropcom... Co-incidentally the reason for travelling to Birmingham this morning was to attend the West Midland's Provider Chief Executives' meeting for Jan whilst she is on holiday, where Danny Mortimer, the Chief Executive of NHS Employers was present and dropping very big hints about the announcement which has just been made.

His observations were that this had been hard won, and it was good that almost all Trade Unions had supported its introduction through their ballots of staff. I have been briefed on the content of the pay deal's structure and I would suggest that you seek to understand how it affects you, by reading the briefings which have been developed by our HR Department, going on to the NHS Employers website (via Google if you have access) or speaking to your manager who will be able to sign post you further. Please also see the links at the bottom of this email.



On a related note we are expecting that a focus on staff health and wellbeing will be part of announcements surrounding the NHS70 celebrations. Bearing in mind just how important the health and wellbeing of you all are to continuing to provide great healthcare to our population I hope it will contain things that support the work we are progressing locally... There will be more on that over the next few months I am sure.

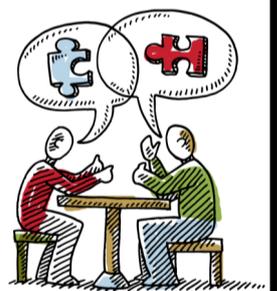
## Developing Care Closer to Home



Yesterday I attended the Care Closer to Home Programme Board. This is where our Shropshire County Commissioners are undertaking some important thinking about how they develop the commissioning of person centred care as close to people's homes as possible, and I see this as a discussion we, along with others, are central to. I think it is fair to say we are not short on great ideas for improving things, but sometimes it is hard to 'show and tell'... and the thoughts you have to improve things need to feature in these discussions and our task is to make sure we do that.

## Appraisal conversations that count...

And finally, the last thought I wanted to share with you relates to a very different meeting I had this week, which in many ways was more important on an individual level than all of the above. An appraisal meeting; which meant I had the opportunity to stop and pause and have a really valuable conversation with one of my team about how well they were doing, what they thought had gone well. We discussed what learning was gained from things that didn't go as planned, or things that hadn't been anticipated and had come up a little 'left field' (this happens to us all doesn't it?), agreeing a new set of objectives for the next year ahead and a plan about what we could work on to enable continued learning and development. It impressed on me the importance of having these conversations in the first place, and then how important the quality of them is. I would really encourage you to value and welcome giving and receiving feedback in your appraisals... I believe they are definitely a conversation you should be having!



Jan is back on Monday, and I hope you will have a good weekend, whether you are in work or not.

Best wishes

Ros Preen  
Director of Finance,

