



Jan's Weekly Update

With Julie Thornby, Director of Corporate Affairs

Issue 258— 12.10.2018



Jan is on holiday this week so it's my turn to tell you about my week and a bit about my retirement which Jan mentioned in her brief last week - although I'm still around for a while yet!

So what's my week been like so far? It's always tricky when your "automatic pilot" routes get disrupted and that delays you, isn't it? Especially on a Monday morning when people are waiting for you. I got caught out on Monday by the A49 at Church Stretton being shut because of an accident. As ever, you spare a thought for the people in the accident, feel grateful it wasn't you but then inwardly curse at just how many times the glorious A49 gets closed for a whole variety of reasons. Wasn't there an ironically named Friends of the M6 at one point? If there was a Friends of the A49 I would happily join. I'm sure those of you who are driving round Shropshire and Telford have your own least favourite too...

Like everyone, I've been juggling work on quite a few different fronts this week. The first is all about the Trust Board – starting the recruitment process (working with our regulator NHSI) for a new Chair now that Mike Ridley our current Chairman has announced his retirement, and also planning induction for the three new Non-Executive Directors who will be filling our current vacancies. You will get to meet them when Board members visit services, at the staff away days and for those of you who come to our Committees.

Our Non-Executive Directors are the people recruited from outside the NHS onto our Board for their particular expertise and to provide an external perspective and a 'critical friend' role to the Executives. What struck me when I joined the interview panel was how very different their backgrounds are which is really good, how much time they've already given to public services, and their interest in community services because they care about communities and what's local. We're not quite ready to tell you who they are because of where we are in the recruitment process, but will as soon as we can.

Work to do with our buildings/estates has taken up a fair bit of time this week too – we've been having some workshops to see if we can use our buildings more effectively and make them suit the needs of our services better. We've got the best part of a hundred separate buildings at the moment, and I know you know that lots of them are not what we want them to be!

We've also been talking this week about Yvonne Coghill – Yvonne is the national NHS lead for Race Equality, and you might well remember her if you were at our staff awards last year... or the equality conference at Shrewsbury Football Club... where she spoke about her own experiences as a black nurse in the NHS, and about her national work on race equality in the NHS now. Yvonne has kindly agreed to come along to the Shropshire Education Centre at Royal Shrewsbury Hospital from 11am to 1pm on Friday 16 November to meet Shropcom and SaTH black and minority ethnic (BME) staff from all disciplines to talk about setting up a BME staff and bank worker network in Shropshire.



The suggestion for this type of meeting came from some of our BME staff, and thank you to them for helping to get the ball rolling. The flyer with more detail is attached. Our Everyone Counts working group on equality and diversity would be interested to hear any other ideas about staff networks related to equality, so please contact the group via me. The group is made up of staff from within the Trust, including Mark Donovan – who leads on Equality and Diversity, as well as representatives from patient and carer groups.

Finally... yes, it's true, although I can't quite believe it myself - I'm retiring in January after 34 years in the NHS. I can remember my first day quite clearly – as I'm sure you can remember yours – turning up in August 1984 at the Norfolk and Norwich Hospital as a wet-behind-the-ears national management trainee with not a lot more life experience than university. Some of the things I saw and experienced in the first year or so have stayed with me vividly too – like seeing a surgeon and an anaesthetist arguing about which of 2 very ill patients in Theatre Recovery most needed the last remaining bed in ITU, or meeting a young woman about the same age as me with learning disabilities who had left a long stay learning disability hospital to live in supported housing and was so excited about having her own room and independence to do the everyday things I took for granted; and going with a District Nurse to see a very unwell elderly lady living alone in a freezing house with bare floorboards in rural Norfolk, with no one but cats for company... I'd also add that although I'm not a clinician, and my "thing" has largely been as a bit of a back office person, I'm really proud of all the teams I've worked with, and some of the reports and documents we've worked on that have helped get positive things agreed and done.

So what have I learnt in my 34 years? A lot that I won't bore you with here but:

- That I surprise myself by just how proud I am to work in the NHS - and it's a privilege to have learnt so much about different people and their lives, and hopefully have contributed
- That we spend a lot of time at work - so a smile, being friendly, and having a sense of humour where it's appropriate all helps – and perhaps cuts you some slack with colleagues when you have a bad day!
- That you sometimes have an impact on other people that may not be conscious and you don't realise at the time – both positively and unfortunately sometimes negatively – so be thoughtful about that, from whatever perspective you have!

Meanwhile, although I know I there are lots of people and aspects of work I'm going to miss, I'm looking forward to doing all the things I don't get enough time to do – including travelling, yoga, "arty" films that no one else has heard of, getting fitter including doing more walking especially 'bagging' more long distance paths, and possibly getting a dog, but I'm not retiring till January, so I will see you around till then!

All the best,

Julie

Julie Thornby
 Director of Corporate Affairs



BLACK ASIAN ETHNIC MINORITY (BAME) STAFF & BANK WORKER NETWORK



Friday 16 November 2018, 11am—1pm
Seminar Rooms 1 and 2, SECC,
Royal Shrewsbury Hospital

Your Invitation: Come along for a discussion with *Yvonne Coghill, National Director of NHS Workforce Race Equality* – find out more about setting up a staff and bank worker network for NHS BAME and staff workers in Shropshire

About the network

- To come together, share ideas and raise awareness of challenges and how we move forward as a Trust but also as a local health system.
- To drive change and make a difference to everyone's employment experience.



About Yvonne Coghill

- Director, Workforce Race Equality Standard Implementation (WRES) in NHS England.
- Registered General and Mental Health Nurse, and has also worked as a Health Visitor



Please let Angie Dinnell-Heywood know at Angela.Dinnell-Heywood@nhs.net if you can come. Lunch will be provided.