



# Jan's Weekly Update

Jan Ditheridge, Chief Executive

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## It's dark outside

There's a place in Norway called Tromso where the sunset at 11.30am on Tuesday morning this week and it won't rise again until January! Can you imagine living in darkness for that amount of time I looked up the sunrise sunset times and it said: Daylight hours - none for this day or the next...

Tromso is also one of the best places to see the beautiful Northern Lights and in the summer it doesn't go dark - everywhere has it's challenges and it's gifts - you just need to know how to make the best of them I guess.



## Back to Shropcom

I've been doing a lot to do with recruitment this week - we are in the process of recruiting to the Director of Children and Young People (a new post) and Director of People - a new post created out of part of Julie Thornby's post when she leaves in January. I've re-jigged some job descriptions and the money we spend on them to create these posts because listening to you I think we need them - it's always good to stop and think if we should do something different when someone leaves - things change, our needs change just like patients and families needs change.

We have had some really exciting interest in the roles so I'm hopeful we will make good appointments.

## Meeting with the medics



We have quite a small number of medical doctors and dentists in our organisation and the jobs they do are really critical for our services - Jane Povey, our new Medical Director; Ganesh, who you all know; and I met with our Doctors on Wednesday evening for an informal catch up over a bite to eat. It was such a pleasure to meet with a group who quietly get on with their work throughout our services. What I was struck by was the amount of ideas and innovation in the room which with a bit of help could be implemented to benefit our patients and the teams.

Our Dentists were also invited but they are really challenged at the moment due to vacancies and ill health - they are sorting it out with support from the team, which is commendable, so we will do the same with them when they have more time. Thank you Tom, Alison and the team!

At Shropcom we are a multi-disciplinary team and there are no hierarchies in my view but it is still important to recognise and celebrate the special contribution of all professional groups.

As an ice breaker to the evening we all did an introduction which included something we enjoy doing out of work - we have some very talented people in our organisation.....it's a good exercise even with people you think you know.

## Board meeting in Church Stretton

We met as a Board yesterday and two of our three new non-executives were able to join us - Peter Featherstone and Tina Long. Peter is a Pharmacist (among many other things) and has worked in the community and Tina is a senior nurse, so we are lucky to have them round the table. They will add to the challenge, debate and our decision making in a really positive way I'm sure.

Our staff/patient story this week was from Sue Bradley, who came to see us as a parent. She bravely and eloquently gave us a real insight into life as the mum of a child growing up with Type 1 Diabetes. Being a teenager is a bumpy experience as we all know and adding a condition that needs as much attention as diabetes to it is clearly really challenging. Sue brought to life the importance of our services and some of the areas that need to improve such as psychological support.

If you don't know Sue, she is one of our respiratory team and goes about her work professionally competently and quietly - you wouldn't know the challenges she has outside of work. I know the team support her - but it's always worth getting to know about more about our work colleagues isn't it? It reveals talents, dimensions and challenges we didn't know they had.



## Another mini away day

I'm off to the Lion Hotel in Shrewsbury today to gather with more staff to talk about our future and celebrate all the great work we've done since the CQC last came to visit.

Last week we were at Ludlow Racecourse and from the feedback those who attended found it useful, so if you can book a place, at the last one or on the big Away Days advertised on ESR (search for 825 Awayday). It will be good to see you away from your busy day job.

Right, I'm going to start my day - it is still dark but I know the sun will rise unlike that far away place in Norway...

Until next week...

Jan Ditheridge  
Chief Executive

