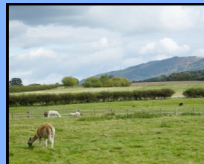




Jan's Weekly Update

Jan Ditheridge, Chief Executive

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Induction

I know I say this every month but I do like starting the week by welcoming new staff into the organisation - it was Induction and my opportunity to meet new recruits for the first time, welcome them on your behalf and tell them a bit about Team Shropcom. It's also my chance to ensure we are filling vacancies in a timely way and remind myself about the range of skills and knowledge we require to keep people healthy independent and at home.

One of my team, Julie Thornby, retired this week after 34 years in the NHS and many years with Shropcom and whatever we were called before. We obviously had a little "do" for her so her closest colleagues could say farewell and the Chairman could say thank you to her for all those years of commitment and loyalty, not just to Shropcom but the NHS. When someone who works for us retires it's our job to thank them for all their work in the NHS not just the last NHS team they have worked for.

I once worked for a Chairman (far from here) who could not understand why I wanted to leave and go to a new job. Actually it was to come here to Shropcom (why wouldn't I!!) and it took me a while to realise that he saw the organisation as the thing to be loyal to and I worked for the NHS - he had worked for companies all his life I had worked for the NHS - I did also point out I'd been in the organisation for 10 years!



I think we sign up for the NHS and the organisation is our team - Shropcom is my team - where we make sense of the NHS locally to provide a great place to work, look after each other and deliver great care to our communities. People will come and go in team Shropcom and as long as people are moving for the right reasons that's a good thing - or I wouldn't be meeting all those fabulous new people joining our teams would !!!!

It's January

I have been aware of a number of people feeling under pressure this week - more than usual - inside and outside the organisation. There are some really important things going on which require a lot of your attention - CQC, Telford Children's services are bidding for the 0-19 tender, we have to share our 19-20 plans with our regulators and other organisations locally and all of you are busy - whether it's full clinics, busy caseloads or urgent care.

However, I also think it's the January thing - lots of people have colds, the roads are really busy, car parks full and everyone is trying to arrange meetings and get in everyone's diary, after easing off over Christmas - happens every year and every year it's a bit of a slog.

And of course we are all detoxing from the sugar rush of Christmas which will make us feel better - but not straight away!!

However I've seen snowdrops popping up, it is getting lighter in the morning and evening and you're all doing a really good job of balancing everything - it will pass.



Community Trust Leadership Group (CTLG)

Our leadership group met yesterday and because of all the reasons above I knew we would have a low attendance - but we didn't cancel and actually it was a really good session. Ten of us from across the organisation, from different backgrounds, all able to spend time sharing what's happening nationally, what that means locally and what our aspirations are for the next year.

We heard what it was like for those closest to the CQC and how proud they were of their teams. We discussed the early draft of what the staff survey is telling us and looked at some information that tells us our culture has really changed over the last few years - to a place you want it to be - CQC saw that too!

I really enjoyed the conversation - I learnt a lot, it gave me some ideas and refuelled my energy levels to go back out and deal with January!!! If you are feeling under pressure please remember to take a break and take stock it really helps.

I'm off to Ludlow today to meet the High Sheriff who is the guest of the League of Friends and will tour the hospital looking at the improvements they've supported us to make. I look forward to that.



I'm a little bit sad it's Julie's last day and a little bit anxious as she's been an absolute rock to me over the five years I've been here.

I was such a rookie when I started and she guided me through often without me realising it. However, I'm very happy she will go with lovely memories of Shropcom and the NHS and now is the time to do something else.

Until next week...

Jan Ditheridge
Chief Executive

