

## REPORT TO PUBLIC TRUST BOARD Enc 3

Date of Meeting:	11th April 2024		
Title of Report:	CEO Board Report		
Presented by:	Dr Buki Adeyemo, Chief Executive Officer		
Author:	Claire Tallentire, Communications and Engagement Manager Kerry Smith, Interim Chief People Officer		
Executive Lead Name:	Dr Buki Adeyemo, Chief Executive Officer	<b>Approved by Exec</b>	<input checked="" type="checkbox"/>

<b>Purpose of the report:</b>			
<b>Approval</b>	<input type="checkbox"/>	<b>Information</b>	<input checked="" type="checkbox"/>
		<b>Consider for Action</b>	<input type="checkbox"/>
		<b>Assurance</b>	<input checked="" type="checkbox"/>

**Executive Summary:**

This report updates the Board on activities undertaken since the last meeting and draws the Board's attention to any other issues of significance or interest.

<b>Seen at:</b>	SLT <input type="checkbox"/> Execs <input type="checkbox"/>	<b>Document Version No.</b>	1
-----------------	---	-------------------------------------	---

<b>Committee Approval / Review</b>	<ul style="list-style-type: none"> <li>• Quality Committee <input type="checkbox"/></li> <li>• Finance &amp; Resource Committee <input type="checkbox"/></li> <li>• Audit Committee <input type="checkbox"/></li> <li>• People, Culture &amp; Development Committee <input type="checkbox"/></li> <li>• Charitable Funds Committee <input type="checkbox"/></li> </ul>
------------------------------------	--

<b>Strategic Priorities</b> (please indicate)	<ol style="list-style-type: none"> <li>1. <b>Growth</b> - We will commit to investing in providing high-quality preventative services that reduce the need for secondary care <input checked="" type="checkbox"/></li> <li>2. <b>Access</b> - We will ensure that everybody who needs our services will be able to choose the way, the time, and the place in which they access them <input checked="" type="checkbox"/></li> <li>3. <b>Prevention</b> - To will continue to grow high-quality, integrated services delivered by an innovative and sustainable workforce. <input checked="" type="checkbox"/></li> </ol>
--	--

<b>BAF / Risk / legal implications:</b> Risk Register Reference	<ol style="list-style-type: none"> <li>1. We will provide the highest quality, safe and effective services <input type="checkbox"/></li> <li>2. We will attract, develop and retain the best people <input type="checkbox"/></li> <li>3. We will actively promote partnership and integrated models of working <input type="checkbox"/></li> <li>4. We will increase our efficiency and effectiveness through sustainable development <input type="checkbox"/></li> </ol> <p>Any Risk/legal implications: (please reference if any)</p>
--	---

<b>Sustainability:</b>	<ol style="list-style-type: none"> <li>1. Reduce the environmental impact of health and social care in Staffordshire and Stoke on Trent <input checked="" type="checkbox"/></li> </ol>
------------------------	--



	2. Build a network of climate and sustainability champions across Staffordshire and Stoke on Trent <input checked="" type="checkbox"/> 3. Share learning and best practice <input checked="" type="checkbox"/>	
Resource Implications:	N/A	
Funding Source:	N/A	
Diversity & Inclusion Implications: (Assessment of issues connected to the Equality Act 'protected characteristics' and other equality groups). See wider D&I Guidance	There is no direct impact on the protected characteristics as part of the completion of this report.	
ICS Alignment / Implications:	N/A	
Recommendations:	Board is asked to receive for information and assurance	
Version	Name/group	Date issued
1	Dr Buki Adeyemo, Chief Executive	5 April 2024

## Chief Executive's Report to the Trust Board 11th April 2024

### 1.0 PURPOSE OF THE REPORT

This report updates the Board on strategic activity undertaken since the last meeting and draws the Board's attention to any other issues of significance or interest.

### 2.0 NATIONAL CONTEXT AND UPDATES

#### NHS Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) 2023 reports published

The 2023 NHS [Workforce Race Equality Standard \(WRES\)](#) and [Workforce Disability Equality Standard \(WDES\)](#) reports have recently been published by NHS England. North Staffordshire Combined Healthcare NHS Trust's 2023 WRES and WDES reports are available on our [website](#), and set out the progress the Trust has made on developing greater race and disability inclusion, with significant improvements in the Trust's data. Highlights from the Trust's reports include Combined Healthcare improving representation through increasing the declaration of protected characteristics and through further improved recruitment and selection processes. The Trust also has the top national score in WRES for 'Belief in equal opportunities for career progression'. Action plans are identified within the Trust's reports to deliver further change at Combined Healthcare.

#### Government's response to the Joint Committee on the draft Mental Health Bill

In June 2022, the government [published a draft Mental Health Bill](#) which contains proposals to reform the Mental Health Act and to provide a stronger system updated for the 21st century. In January 2023, the Joint Committee [published a report of recommendations to the government](#) following pre-legislative scrutiny of the draft Mental Health Bill. The government recently [responded to each of the recommendations made by the committee](#). North Staffordshire Combined Healthcare NHS Trust welcomes any further improvements in reporting data and analysis.

#### Government's response to rapid review of data on mental health inpatient settings

On 23 January 2023, the government launched an independent 'rapid review' into mental health patient safety, with the purpose to produce recommendations to improve the way data and information are used in relation to patient safety in mental health inpatient care settings and pathways. The government has now [published its response to the review's recommendations](#). The Trust welcomes the government's response, its support of 12 of the 13 recommendations within the original report and notes that a ministerial-led steering group co-chaired with an external expert, Professor Sir Louis Appleby, will be established to oversee progress. We will review the recommendations and ensure relevant learning and actions are progressed and reported back to the board in due course. The Trust will actively seek to play a role in contributing to the work of the HSSIB (Health Services Safety Investigations Board) during this national investigation and ensure that any learning be incorporated into our existing programmes of work; practice and processes in relation to outcomes.



## Future junior doctors industrial action

At the time of writing, junior doctors in England have voted to extend the mandate for industrial action. Combined Healthcare will continue to manage any industrial action impact through our Incident Management Team, and wider clinical practitioners (ANPs/NPs and nurse consultants) and doctors not undertaking industrial action will support our areas to ensure clinical risks are mitigated.

## 4.0 OUR TRUST

North Staffordshire Combined Healthcare NHS Trust has announced the appointment of Janet Dawson as its new Chair. Janet took up this position from 1 April 2024, and she was formerly Vice Chair of the Trust. The Trust also thanks its previous Chair, David Rogers, for his tenure as Chair since 2016, and Board membership since 2014.

The Trust has also announced the appointment of Jennie Koo, its new Non-Executive Director, Diversity and Inclusion. Jennie is a financial services risk professional with 20 years of experience in financial services, with a passion for diversity and inclusion.

Kerry Smith has been appointed as Interim Chief People Officer. Kerry joined the Trust in 2011 and was formerly Deputy Chief People Officer. She is fully committed to continuing the great work of the Trust's former Chief People Officer Paul Draycott's legacy and a commitment for compassionate leadership driven through our People Plan, our values and behaviours, and how we ensure consistent equality, diversity and inclusion for everyone.

The Trust welcomed the posthumous award of 'Excellence in Executive Leadership of the Year' to Paul Draycott at this year's Midlands Inclusivity and Diversity Awards Scheme (MIDAS) ceremony.

Combined Healthcare also celebrated its 30<sup>th</sup> anniversary this month, with many of our staff being in the Trust as long service employees since this date.



## People

We will attract, develop and retain the best people



### **NHS Staff Survey results 2023 confirm Combined's support for staff**

North Staffordshire Combined Healthcare NHS Trust maintained high levels of involvement in the recent NHS Staff Survey 2023, with 66% of staff completing the survey, compared with a national average of 52% for mental health and learning disability trusts.

The Trust also maintained high levels of satisfaction across all of the NHS People Promise themes, with scores above the national average in all of them. We will work with our teams to develop plans where improvements are needed.

## Sustainability

We will increase our efficiency and effectiveness through sustainable development



### **Sustainability update**

We are committed to sustainability and carbon reduction, aiming to decrease our Trust's impact on the environment whilst providing outstanding patient care and working environments. Sustainability also forms one of the key enablers in the Trust Strategy 2023 – 2028.

The Trust's Sustainability Champions recently came together at an event at Lawton House to share the sustainability pledges that have been made across the organisation by individuals, teams and services on what they will do to be greener over the next 12 months. The draft communications and engagement strategy for the Trust's sustainability programme at work was also presented for feedback at this event, and will be implemented shortly.

To review travel and transport arrangements across the organisation, the Trust is also setting up a new travel and transport working group.





## HSJ Partnership Awards – finalist placing

Combined Healthcare was proud to be named as a 'Silver' runner-up in the 'Best Not for Profit Working in Partnership with the NHS' category for our work with Port Vale Foundation and Stoke City Community Trust, at the recent HSJ Partnership Awards 2024. The Trust was also nominated in collaboration with Changes Health and Wellbeing in the 'Best Mental Health Partnership' category.

## Combined Virtual Reality film goes international on World Delirium Day

To mark World Delirium Awareness Day 2024, Combined Healthcare launched a Danish language version of its Virtual Reality (VR) delirium training film, produced in partnership with Gødstrup Hospital, Herning, Denmark. Combined's delirium training was launched two years ago on World Delirium Awareness Day 2022, an innovative VR film to help frontline healthcare staff to create conversations, and to further increase understanding on delirium.

## 5.0 Conclusion

In this new financial year, we know it is essential we think long term about our people, our patients and the future of our organisation aligned with our Trust Strategy objectives. It is a very challenging new financial year, and managing the budget in order to maintain outstanding quality of service remains our top priority.

