

## REPORT TO PUBLIC TRUST BOARD

Enclosure No: 4

Date of Meeting:	11 November 2021		
Title of Report:	CEO Board Report		
Presented by:	Peter Axon, Chief Executive Officer		
Author:	Peter Axon, Chief Executive Officer		
Executive Lead Name:	Peter Axon, Chief Executive Officer	Approved by Exec	<input type="checkbox"/>

<b>Executive Summary:</b>		<b>Purpose of report</b>	
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>Approval</b>	<input type="checkbox"/>
		<b>Information</b>	<input checked="" type="checkbox"/>
		<b>Discussion</b>	<input type="checkbox"/>
		<b>Assurance</b>	<input checked="" type="checkbox"/>
Seen at:	SLT <input type="checkbox"/> Execs <input type="checkbox"/>	Document Version No.	
Committee Approval / Review	Date: <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>		
Strategic Objectives (please indicate)	1. We will attract, develop and retain the best people <input checked="" type="checkbox"/> 2. We will actively promote partnership and integrated models of working <input checked="" type="checkbox"/> 3. We will provide the highest quality, safe and effective services <input checked="" type="checkbox"/> 4. We will increase our efficiency and effectiveness through sustainable development <input checked="" type="checkbox"/>		
Risk / legal implications: Risk Register Reference	N/A		
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.		
Shadow ICS Alignment / Implications:	N/A		
Recommendations:	To receive for information and assurance		
Version	Name/group	Date issued	
3.0		01/11/2021	

## Chief Executive's Report to the Trust Board 11 November 2021

### PURPOSE OF THE REPORT

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### OUR "PEOPLE" STRATEGIC THEME

#### 2021 NHS STAFF SURVEY UPDATE

There's been a strong start to the launch of the annual NHS Staff Survey at the Trust, which is – to date - at a 36% response rate. As referenced in last month's Report, this year the annual NHS Staff Survey has been redesigned to align with the **NHS People Promise**. Previous survey feedback has been incredibly helpful, enabling us to invest time and funds in the areas that best support colleagues' health and wellbeing.

Our communications will continue to promote the survey throughout its open period, urging all staff to complete it, and a [set of FAQs](#) has also been produced to assist staff with any queries they may have. Marie Barley is the Trust contact for the Staff Survey; thank you Marie for your work on this.

#### OUR PEOPLE – SUCCESSES AND NEW DEVELOPMENTS

Carol Adams and Deb Daniels from Ward 6 have knitted over 100 little hats to raise funds for Age UK. The hats are for Innocent Smoothies and sit on the top of the bottles; the bottles are then sold to raise money for the charity. Well done to them both.

Andrea McNicol has received a certificate of contribution from our colleagues at MPFT. Andrea, who works on Ward 7, worked hard to support them with the roll-out of the COVID-19 Vaccination Programme and went above and beyond what was required of her. A big thank you to Andrea for this superb collaborative work.

#### RECRUITMENT ACTIVITY WITH NURSING TIMES

We attended another successful Nursing Times Careers Live recruitment event in Manchester towards the end of last month, and certainly from the photos shared across our corporate social media channels, it looked like a very busy event and one where we did recruit staff – thank you to everyone who represented the Trust on the day and for undertaking this work. This is part of a package we are undertaking with the well-known sector title, which also included both a print and online advertorial for Combined Healthcare which focused on the enormous success and collective support for our workforce of the Combined United initiative.

## **OUR “QUALITY” STRATEGIC THEME**

### **AGM SUCCESS**

A huge thank you to everyone who joined us for our Annual General Meeting 2021 (AGM) last month.

The event started with a bird's eye flyover of all of Combined Healthcare's locations. Our Chair, David Rogers, then opened, leading into the Board's sharing and updates on the past year and what's in store for the Trust as we aim to be Outstanding in **all** we do and **how** we do it. The Q&A session resulted in really insightful and in-depth discussions on a range of topics from staff and stakeholders, and we closed the event with a [heartfelt thanks and recognition](#) to all 2,330 members of the Combined family who served the people and communities of North Staffordshire and Stoke-on-Trent during the COVID crisis 2020-21 - you are simply the very best in the NHS and we are proud to have you as part of our family.

If you missed it, don't worry – you can [watch it all again in full here](#) or watch each individual film on our [playlist on YouTube here](#).

### **COMBINED WINS HPMA AWARD AND NOMINATED FOR MORE**

Combined Healthcare has been announced as the winner of a prestigious HPMA (Healthcare People Management Association) Award for its work on leading in equality, diversity and inclusion.

The award, for the Trust's 'Delivering on Diversity: Achieving a major shift in our culture of race inclusion' work, was presented at the HPMA Excellence in People Awards Ceremony last month.

Well done to Shajeda Ahmed, Lesley Faux and to all colleagues involved for making such great progress in our equality, diversity and inclusion work.

The Ward 2 Team were also selected as national finalists in the Nursing Times Awards held recently in London. The team, led by Ward Manager Vickie Washington, were nominated in the 'Nursing in Mental Health' category for their focus on recovery and production of a Recovery Book for service users.

Jessica Fitzgerald was a finalist for the 'Post-Registration Learner of the Year' award and Jessica Sinden in the 'LD Student Nurse' award at the recent Student Nursing Times Awards.

The Learning Disabilities Team are finalists for their Experts By Experience initiative in three categories of the RIDI (Recruitment Industry Disability Initiative) Awards 2021, with the ceremony in December 2021.

Finally, the Trust has also been nominated as finalists in the 'Staff Engagement Award' category at the HSJ Awards, taking place in London later this month. Our submission is entitled 'A Combined Approach to Staff Engagement' and is led by Shajeda Ahmed and her team. Good luck to all colleagues involved, we have our fingers crossed for you.

## **DIGITAL ASPIRANTS PROGRAMME – EPMA PROJECT LAUNCH**

The ePMA (Electronic Prescribing and Medicines Administration) project is part of our Digital Aspirants programme that is in the process of transforming the Trust into an NHS digital exemplar.

Going live in early 2022, this exciting project will see ePMA rolled out to all inpatient wards at Harlands Hospital, Summers View and the Darwin Centre. These centres will move away from using paper medication charts, leave prescriptions and discharge prescriptions. Instead these processes will be carried out digitally allowing a more streamlined and integrated approach to prescribing, medicines administration and pharmacy medication management.

This will offer staff a digital solution to safely and efficiently manage the prescribing and administration of medications, allowing a more streamlined approach to information sharing with other teams and increasing accuracy, speed and clinical governance.

In partnership with Dedalus, a Trust clinical project team has been assembled to deliver this project in collaboration with the Trust's Digital Team. The team will be holding workshops and visiting wards over the coming months to keep colleagues informed, identify training needs and support staff as we get closer to go-live. They are also seeking colleagues who would like to join its team of ePMA advocates. The Executive Lead for ePMA is Dr Buki Adeyemo.

## **OUR “PARTNERSHIPS” STRATEGIC THEME**

### **SYSTEM UPDATE**

The interview process for ICS CEO has been concluded and an announcement is expected in mid-November.

Colleagues from across the system have refreshed the ICS Roadmap to take account of developments in recent months and have submitted the first cut of the 'Ready to Operate' statement. This latter document provides a progress report on the level of preparedness of the system to establish the ICB and associated supporting arrangements in time for go-live on 1<sup>st</sup> April 2022.

### **MARKING SIGNIFICANT 'WEEKS' AND 'MONTHS'**

There was some fantastic partnership working for Black History Month as we celebrated the campaign last month and 'Proud To Be' stories. You can watch a fantastic video chat between our colleagues Tanisha Simpson, Hector Musonza and Sarah Wanjiku here <https://www.youtube.com/watch?v=VRP32yc6eYE&t=253s>

The month marked the importance of every voice and every experience, and shined a spotlight on the continuing race equality and inclusion conversations, actions and areas for

improvement within our Trust. We also promoted the 'Closing The Data Gap' campaign throughout the month to colleagues, urging them to update their own data in ESR.

World Mental Health Day was supported by many Trust colleagues, who wore yellow in support of the Young Minds campaign or through other activities on-site. The Communications team also issued a new short video through our corporate social media channels, with messages of support and signposting to our All Age Access Team. Watch it here <https://www.youtube.com/watch?v=t09CWybxlXo>

To mark World Alzheimer's Day and Month, the Lord Mayor of Stoke-on-Trent Councillor Dr Chandra Kanneganti was recently welcomed to the Trust by Lois Brigden and Helen Orme to find out more about the work of our Memory Clinics and to promote the memory assessment service to the general public. The Memory Clinics team also had stands at Hanley's Intu Potteries and Longton Market to promote its service, networking with organisations including Alzheimer's Society, Approach, Stoke-on-Trent Healthwatch, North Staffordshire Carers, and many more.

October was Freedom To Speak Up Month, and our FTSU Champions have been busy spreading the word in various meetings. Zoe Grant, our FTSU Guardian, has put together [this handbook](#) for managers, which is a really useful resource for anyone wishing to understand more about the aims of speaking up and promoting an open culture, and it even features barriers to speaking up and tips on how to overcome them.

We also marked Charity Fraud Awareness Week, ADHD Awareness Month, Wear Red Day, International Stammering Day, Stoptober and World Menopause Day.

## **COMBINED JOINS PEGIS TREE OF TOGETHERNESS**

Colleagues from across the Trust, including members of our Executive Board, supported the recent PEGIS (Parent Engagement Group) AGM and contributed their handprints to the 'Tree of Togetherness' at Hazel Trees in Fenton. Its Operational Chair, Michelle Craggs, commented: "We wanted to send out a message about working together to achieve and grow, bringing parents and professionals together to celebrate all the goodness in the city. We hope this will show we are united in working together to improve provision and support for families across the city." We were delighted to participate, so thank you to Michelle for the invitation.

## **COMBINED WINNERS AT KEELE UNIVERSITY AWARDS**

Keele University's Awards Ceremony for Student of the Year/Placement of the Year and Practice Supervisor/Assessor of the Year took place recently. Well done to everyone within the Trust who was nominated and/or won an award, but also to all staff in every practice area who go above and beyond every day to educate, support and welcome students/learners within your teams. You are all appreciated more than you know by the students, HEIs, the practice education team and senior managers, so thank you for all your efforts.

The award for Mental Health Placement of the Year went to CAMHS Blurton (South Stoke CAMHS) – a huge well done to the team – and the award for Learning Disability Placement of the Year went to IST. The winners of the Practice Supervisor/Assessor were Gemma Glover for Learning Disabilities and Nicola Mayo for Mental Health. Congratulations also to Molly Laight, who was awarded Student of the Year for Learning Disability Nursing, nominated by Emily Mycock.

## OUR “SUSTAINABILITY” STRATEGIC THEME

### GREENER NHS

As the world watches leaders from 200 countries come together in Glasgow for COP26, the NHS is focused on becoming greener for the planet and the people.

As previously mentioned, the Greener NHS Programme aims to coordinate the NHS and its partners to become carbon net zero by 2040 – the first health service in the world to do so. Since 2010, the NHS has cut its carbon emissions by 30 percent, but we have further to go. Together, with the support of more than 1.3 million NHS people, we can achieve more.

Partners in Staffordshire and Stoke-on-Trent are working together to tackle climate change, and there are lots of ways we can all do our bit. Chris Bird is also our [System Lead on Sustainability](#) and you can [watch the latest film about our commitment here](#)

Colleagues are also being urged to [join the NHS Greener Community here](#)

### FINANCE UPDATE

In month 6 the Trust delivered a small surplus of £488k due to vacancies.

The full year effect of CIP schemes transacted is £1.5m as at month 6.

The Finance team are working through the planning guidance for the second half of 2021/22 with the System submission due on 16 November followed by the Trust submission on 25 November.

There is likely to be further opportunities for non-recurrent investments in year.