

<b>Report to:</b>	Trust Board	<b>Agenda item:</b>	SFT 4043
<b>Date of Meeting:</b>	7 June 2018		

<b>Report Title:</b>	Chief Executive's Report			
<b>Status:</b>	<b>Information</b>	<b>Discussion</b>	<b>Assurance</b>	<b>Approval</b>
	Yes			
<b>Prepared by:</b>				
<b>Executive Sponsor (presenting):</b>	Cara Charles-Barks, Chief Executive			
<b>Appendices (list if applicable):</b>	None			

<b>Recommendation:</b>
None

<b>Executive Summary:</b>
<p>This report provides an update for the Trust Board on some of the key issues and developments within this reporting period and covers:</p> <ul style="list-style-type: none"> <li>• <b>Recovery following the major incident</b> – Trust formally steps down from enhanced state of preparedness</li> <li>• <b>Performance</b> – update on current performance</li> <li>• <b>Financial recovery</b> – update on our financial recovery plan</li> <li>• <b>Workforce</b> – update on workforce situation</li> <li>• <b>Smoke free NHS</b> – Trust approach to NHS plans to make all organisations smoke free next year</li> <li>• <b>Staff engagement</b> – update on new staff engagement programme</li> <li>• <b>Cathedral event</b> – celebration of NHS and Salisbury District Hospital anniversaries</li> <li>• <b>Walk for Wards</b> – reminder of key staff event on 1 July 2018</li> <li>• <b>Inter spinal unit games</b> – win for Salisbury patients</li> <li>• <b>Procurement award</b> – team wins national award</li> </ul>

## **Recovery following the major incident**

Work is continuing to take place across the city to clean up and restore the areas affected by the incident and we are working closely with all agencies to promote the city as part of the recovery phase. In the meantime, we have now discharged the last inpatient who was in our care following exposure to the nerve agent. This highlights the incredible efforts of all our staff who were directly involved in the care of the patients in hospital and everyone else who played a part in supporting us through what has been the longest running major incident that the NHS has ever faced. The discharge took place 11 weeks after the patients were admitted to hospital and, having stepped down to an enhanced state of preparedness in mid-April, we have now stepped down completely from the incident and can return to “business as usual”. We know that this has been a difficult time for those caught up in this incident – our patients, staff and the people of Salisbury and I want to use my Chief Executive’s report to once again pay tribute to both our clinical staff and those who worked so hard behind the scenes to support them. This has been a huge and unprecedented challenge which has been appreciated at the highest level.

## **Performance**

We have made a good start to the new financial year meeting our main A&E, referral to treatment and diagnostic waiting times. We did see a drop in our cancer treatment targets and work is taking place to bring these back in line. It is essential that we continue to provide good quality safe care and we have had no MRSA or C.difficile cases in the first month of the year and no grade three or four pressure ulcers. We did have one fall resulting in moderate harm and we will continue to ask staff to follow the falls interventions list to ensure that measures are in place to reduce the risk of falls in their areas. Further details of this and our performance across all targets will be covered later in the Trust Board.

## **Financial recovery**

As part of the financial recovery plan the Trust is committed to making savings of £9.7m in 2018/2019 in order to deliver an overall deficit of £11.5m for the year. We are engaged in discussions with NHS Improvement about planning for a reduced £9.0m deficit and, as such, the budgets and savings plans are under review in order to establish how this could be delivered. Acceptance of the proposed control total by the Board would enable us to access £3.8m of sustainability funding. Financial delivery in 2018/2019 will be challenging for the Trust. April saw a £0.4m shortfall against plan due to slippage in the milestones for key productivity schemes. Action plans are in place to bring these back on track.

## **Workforce**

We continue to organise recruitment events and campaigns, both domestically and internationally and we have just had 10 OSCE passes this month, which converts immediately into ten additional registered nurses for the wards. We will keep the Board informed over the coming months of progress on international recruitment issues as there is a comprehensive process that has to be followed before overseas nurses can take up employment in this country. We have been implementing a short

term retention plan for nursing to reduce turnover levels and will be developing a longer term plan for all staff groups over the coming weeks. The Trust's overall sickness absence rate has also reduced, but we continue to support areas to proactively manage sickness absence with the aim of further reducing sickness absence to below target. Following the publication of our staff survey results we have been holding briefing sessions for staff during March and April to communicate the results and obtain feedback which will be used to create action plans in the areas that need further work.

### **Smoke free NHS**

As part of a national initiative to promote healthy living and reduce the costs and impact of poor health on the NHS, from 1 January 2019 all NHS organisations will have to be smokefree. This will mean that no patients, visitors, contractors and staff will be able to smoke anywhere on an NHS site, including Salisbury District Hospital and any facilities situated on our land. We recognise that this will have an impact on our staff and our patients and we will now start to communicate with advice and guidance for staff who want to use this as an opportunity to give up smoking through our occupational health department. For patients, our smoking cessation nurse, will be available to support patients.

### **Staff engagement**

In my last report I mentioned the launch of a new staff engagement plan and, as part of this, we are creating a staff engagement group that is representative of every area of our hospital. This group will be run by our staff - for our staff, with support from us and the group will collect and initiate ideas and innovations that can improve their work life balance and give them the support that they need in a modern NHS. We asked staff to share their ideas through a dedicated email box and staff engagement boxes which are situated around the hospital. The Let's Get Engaged post boxes and email are now closed and all the ideas are being collated. The first meetings of the new group is planned to take place in the week commencing June 11.

### **Cathedral event to celebrate NHS and Salisbury District Hospital anniversaries**

Our staff have an opportunity to celebrate the 70th birthday of the NHS and the 25th anniversary of Salisbury District Hospital at a special Evensong at the Salisbury Cathedral on Saturday, June 9 at 5.30pm. The event, which is open to the public, will also include an exhibition of photographs, stories and memorabilia highlighting key moments in the development of the NHS and the history of health services in Salisbury and the surrounding area. Elements of this will then be brought back to the hospital where they will be displayed along the hospital corridors. The Salisbury Cathedral event is one of a number of celebrations that are taking place in Salisbury and across the country to highlight the way in which the NHS has developed into a modern health service since it began on the 5 July 1948. This is a momentous milestone in the history of our NHS and the cathedral service will give us a unique opportunity to celebrate this achievement and reflect on the development of this much loved public institution over the last 70 years and the key events that have taken place at Salisbury District Hospital over the last 25 years.

## **Walk for Wards**

I am encouraging all staff and their friends and families to take part in Walk for Wards, on Sunday, 1 July at Wilton House. Over 1,000 people have already registered for the event which is free to enter. Walkers have the choice of a 3km, 5km or 10km route and all walkers are provided with a free lunch and free entry to the Wilton House grounds after the event. A minimum sponsorship of £20 per person is required, and this can be directed towards the MRI Scanner Campaign or the Stars Appeal charitable fund of any ward or department within the hospital. Last year was my first Walk for Wards and it really was an enjoyable and special event and one which I haven't seen or experienced anywhere else in the NHS. Over 2,000 people raised over £100,000 for many different wards and departments. To register visit [www.starsappeal.org](http://www.starsappeal.org) or pick up an entry form at the WH Smith café, Springs Entrance and many other locations across the hospital.

## **Salisbury District Hospital patients win inter spinal unit games**

I want to use my report to say well done to the patients and staff in our spinal treatment centre as the team from Salisbury recently won the Inter Spinal Unit Games at the Stoke Mandeville Stadium in Aylesbury. The six strong team was pitted against teams from spinal units across Great Britain and Ireland. The Salisbury team participated with so much enthusiasm and were helped by staff who provided invaluable support for our patients in the build-up and throughout the games themselves. This was another remarkable achievement for our patients who consistently do well in these games, reflecting their commitment and progress at this important stage in their rehabilitation.

## **Procurement award**

Congratulations to the Procurement Department which has won two national procurement awards, including the overall winner in the UK National GO Awards. These showcase innovations, initiatives and advancements and is open to public, private and third sector organisations. The Salisbury District Hospital team won the leading procurement practice award for the way in which they improved stock management in theatres and for their clinical engagement that created savings and improved procurement processes and data quality. As overall award winner, they were chosen by the panel from winners across all categories.

**Cara Charles-Barks**  
**Chief Executive**