

Report to:	Trust Board (Public)	Agenda item:	6.
Date of Meeting:	04 April 2019		

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

Recommendation:
None

Executive Summary:
<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"> • Performance – update on current performance • Finance – update on our financial recovery plan • Workforce – update on workforce situation • CQC Results • NHSmail migration • Regenerating our hospital site • Pride in practice awards

Performance

We continue to experience problems in our emergency pathways and failed to deliver the 4 hour performance target again in February, achieving 89.4% which is below the standard of 95%. Our staff continue to work extremely hard to manage the situation.

We continued to deliver a strong 18 week referral to treatment target performance and we have met our diagnostic performance standard, which has seen significant improvement. We met the cancer two week wait standard, but did not meet the 62 day wait cancer standard and work is taking place to bring this back in line.

It is essential that we continue to provide good quality safe care. We had no reported cases of MRSA bacteraemia or C Difficile during February.

Finance

At the beginning of January the Trust submitted a revised control total forecast to NHS Improvement of a £10.6m deficit, an increase on the £8.9m deficit planned for. Following agreements with commissioners against 2018/19 contracts we have been able to revise this projection to meet the £8.9m planned deficit. As a consequence we are now expecting to be paid the final financial element of the Provider Sustainability Funding (£1.7m).

Workforce

We continue to organise recruitment events and campaigns, both domestically and overseas, and are looking forward to the RN event on 30th March. Internationally, we have developed a healthy pipeline of appointments; 9 overseas nurses passed OSCE during February. We continue to undertake Skype interviews with international nurses who have already passed the International English Language Testing System (IELTS). We have introduced 'stay conversations' for staff who are thinking about leaving the Trust and are already receiving enquiries about these.

The Trust's overall sickness absence rate has decreased in the last month to 3.73%, above the 3% target, with long term absence reducing and short term absence slightly increased. We continue to focus on specific areas to proactively manage sickness absence with the aim of reducing it back below target to a sustainable level.

Mandatory training and medical appraisals are above target, whilst non-medical appraisals have slipped into amber at 84.9%.

CQC results

We were delighted to announce that the Care Quality Commission rated our hospital 'outstanding' for Critical Care and 'good' overall in their report published on 1 March 2019. The report is a ringing endorsement of the hard work of all our staff to deliver outstanding care for our patients. All of the four services reviewed during this latest inspection had made significant improvements since our last report.

During March we celebrated the results with our staff, through Executive Team walkabouts and a special Cascade Brief. We are planning more detailed briefings to all staff and will be reviewing where of course we can improve further. Our vision is to provide an 'outstanding experience every time' and this report shows how we are solidly and sustainably working towards this.

NHSmal migration

We have now successfully migrated to NHSmal, the national email system for the NHS. Our NHSmal project team, champions and floorwalkers did a fantastic job providing support during the migration and this support continues to be available to help people as they familiarise themselves with the new system.

One of the great features of NHSmail is that it will provide us with the opportunity to improve our shared distribution lists. We are encouraging all staff to ensure their profile on NHSmail is up to date so that we can start to build accurate distribution lists. This will reduce the number of all staff emails that are sent and help to ensure people are receiving messages that are relevant to them and their role.

Regenerating our hospital site

A series of public exhibitions were held during March to launch the Health, Education and Technology (HEAT) Project Salisbury, and to gather initial feedback from the public. Information was also provided to staff and exhibition material will be displayed within the hospital during April for staff and visitors.

The project is set to regenerate the Hospital site, creating a modern, sustainable, environmentally-friendly centre to serve the local community's changing needs.

The events were an important first step, allowing us to talk to people face-to-face and understand the priorities for the community. 132 attended the events and people were enthusiastic, with the vast majority of attendees expressing support for the project.

A thorough analysis of the comments will now be undertaken and we will consider the many topics and ideas that people discussed at the events.

We hope to run a further event in June with more detailed plans giving people the opportunity to comment further.

Pride in practice awards

On 21 March we held our annual Pride in Practice conference, where our nurses, midwives and therapists shared best practice, celebrated our achievements and highlighted improvements to patient care. Hearing the inspiring examples and stories of high-quality care from our nurses, midwives and allied health professionals was wonderful. We heard a passionate speech on the values that define our Trust from our first keynote speaker, writer and cardiac nurse Molly Case, while our second keynote speaker, the regional deputy director of NHSi in the South of England, Jonathan Webster, said that he was truly impressed by the Trust's performance. There were also over fifty posters (an all-time record) that represented all aspects of the Trust's care.

Cara Charles-Barks
Chief Executive
Performance