

Strategy in Action Meeting Highlights (27.03.24)



The Newcastle upon Tyne Hospitals
NHS Foundation Trust

Ewan Dick welcomed everyone to the March “Strategy in Action” and opened by reflecting on the previous February Strategy in Action meeting, where in a break-out session, the group discussed feedback from the Communication questionnaire, identified the main priorities and themed the ideas and suggestions. Following this we had asked again and received further feedback to reflect views from all staff bands and professions.

In breakout groups we discussed 3 priorities/ideas we can work on in Therapy Services to improve:

Methods of Communication

- Improving our use of email, inc
 - Subject line
 - Circulation list
 - Info only or response needed
 - TS Email Distribution
- Team Meetings
- Site meetings to have focus on a strategy that we are told to feedback on
- Consideration/Variation of meeting date/times to be inclusive of clinical teams
- Collating feedback from meetings
- Consider language to be used
- Relevant, simple, posters in prominent, visible locations

Learning & Sharing

INFORMAL

- Engagement of workforce e.g. support workforce forum, B5 forum
- Opportunities for career development across AHPs – not profession specific
- Including day to day developments e.g. supervision/ appraisal

FORMAL

- Therapy services conference, with incentives to share
- Highlighting opportunities to collaborate
- Plenty notice so accessible for all

CONSISTENT APPROACH

- Team/ service leaders need a consistent approach to cascading information
- To ensure all staff, regardless of band, profession or base have equal opportunities to access training/ CPD
- e.g. out-patient staff may be disadvantaged if not enough notice of meeting dates etc.

Better Connected

Forums to meet within specialities – stronger and greater voice in the organisation if we are together as Therapies

Interdisciplinary forums - MDT

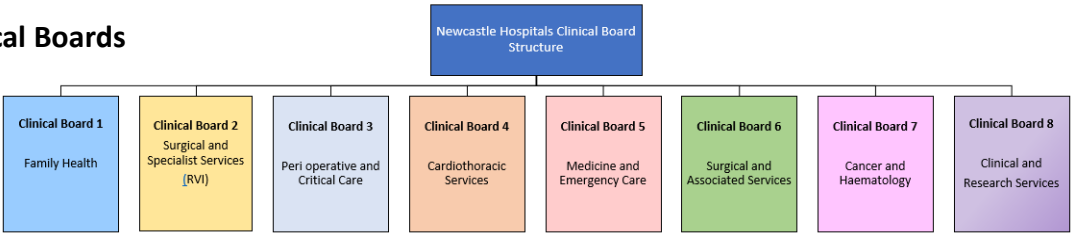
Connect between adults and children Community and secondary care

The group agreed that the next step will be the creation of a working group made up of volunteers and reps from across Therapy Services to start progressing some of the suggestions and feedback we've had from staff around communication and involvement.

There was recognition that there is some overlap between each of the priorities so it is envisaged that we will have one working group to start with and that Therapy Services Leads would commit to supporting staff, where possible, with time to be involved.

We would like to be as inclusive as possible and enable people to attend from all levels across all services with whatever time they can commit to, however great or small. Ewan followed by asking if anyone else is interested in being involved or wants to find out some more information, to contact Karen Storey (k.storey1@nhs.net) in the first instance. Karen is now contacting colleagues to start working together on this and we will get updates at future meetings.

Clinical Boards



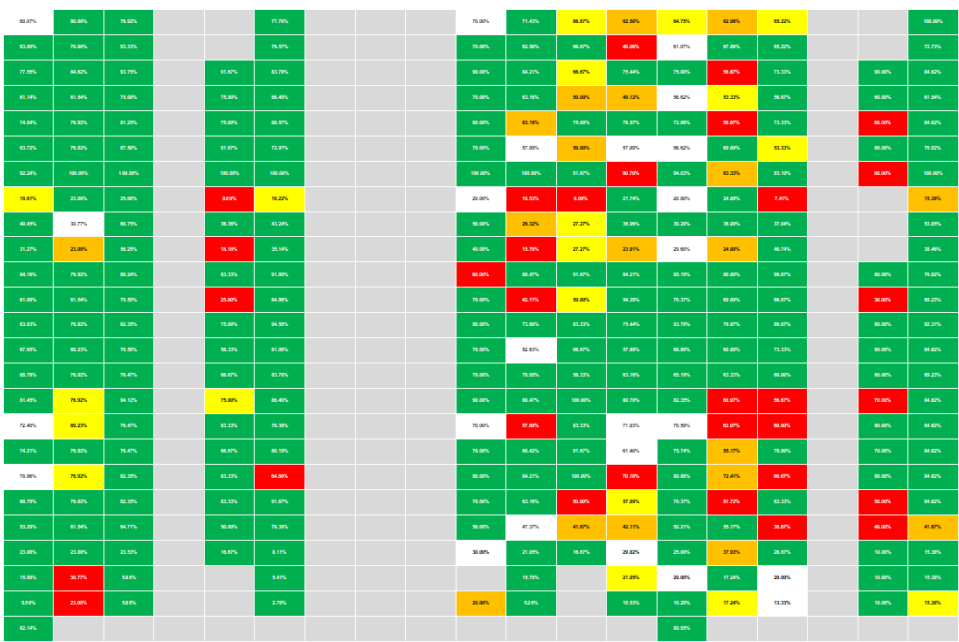
One of the issues raised through Communication questionnaire was that staff had requested clarification of how our Therapy Services teams communicate and link with the Clinical Board teams that they work alongside.

Laura Hodgson shared some helpful structure charts she has developed, showing Therapy Services specialities and services and how they align to each clinical board. These include the clinical board management structures, our Therapy Services representatives linking into the Boards and newly formed Therapy Services groups which we hope will help us work together to communicate, share information, ideas and priorities. These structure charts will evolve as we develop relationships with each clinical board – this will be shared with you all shortly and if you have any feedback on the slides, please feel free to contact Laura (laura.hodgson12@nhs.net)

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Ewan moved on to give some feedback from the 2023 Trust Staff survey results which in many ways were disappointing for the whole Trust.

Ewan thanked the 443 people from Therapy Services who completed the survey and we should continue to seek feedback and listen to our staff. The results can be looked at on a 'heat-map' to help identify common themes and issues across our services. The results should be shared and discussed with teams/departments and there will be some further analysis to address the key themes raised.



Due to timescales, Carrie Miller was unable to discuss the sustainability agenda item but has shared the following information and links for everyone to have a look at.

Earth Day on 22nd April 2024 sees the launch of the second Greener AHP week. As the third largest clinical workforce in the NHS, AHPs play an important role in delivering a Net Zero Carbon NHS. Click the link for online free discussions and presentations providing a chance to learn more about how climate change is affecting health, health systems are affecting climate and what we can do about it <https://www.england.nhs.uk/ahp/greener-ahp-hub/upcoming-events/>

Visit your profession's sustainability web page: <https://www.england.nhs.uk/ahp/greener-ahp-hub/sustainability-web-pages-from-professional-bodies/>

Plant a tree on site from NHS Forests <https://nhsforest.org/>
Nominate a project for the CAHPO Green Awards <https://www.england.nhs.uk/ahp/chief-allied-health-professions-officer-awards>



And in our next Strategy in Action Meeting.....
The next Therapy Services Strategy in Action Meeting will take place on Wednesday 24th April.
Please contact Tina Doyle if you would like to attend