

- Does not want correspondence on other requests.
- Dis. of IR has included.

FOI Request Front Sheet

Their Ref

Our Ref IG/2040

Applicant's Name: [REDACTED]

Address:

Telephone:

Overall Status: Assessment

Request Date: 01/11/2012

Sign Off Requested: ☐

Target Date -5: 22/11/2012

Approved By: ☐

On: ☐

End Date: 29/11/2012

Acknowledged: ☐

Information Requested	Department	Status
<p>It has come to our attention that within previously published requests for information regarding South West Pay Terms and Conditions Consortium, a number of correspondences contained documents which were either encrypted, or sent via password protected methods.</p> <p>I would there request copies of these documents.</p>	<p>CEO</p> <p>Now unencrypted</p>	<p>Rsd. 1/11</p> <p>@ 13/11.</p>
<p>I would also request copies of all correspondence internal and external to the organisation, relating to matters pertaining to the South West Pay Terms and Conditions Consortium, which have to date yet to be published or released under Freedom of Information regulations. If this request is likely to take over the time allowed for requests, please limit this request to correspondence, sent or received by senior management.</p>	<p>CEO</p> <p>Paul Thorne says "none"</p> <p>Search, Jane = "none" (x 2!)</p>	<p>Rsd 1/11</p>
<p>Finally, I request a copy of the minutes of all meetings and conference calls held by members of, or employees of the South West Pay Terms and Conditions Consortium.</p> <p>Please include the <u>agendas and documents submitted to each meeting</u>. Again if this is likely to take over the time allowed for requests, please limit my request to the first two questions above</p>	<p>CEO</p>	<p>Rsd 1/11</p>

- 1/11 Applicant asked for clarification on whether this request includes FOI correspondence.
- 1/11 Info. asked from all key stakeholders.
- @ 14/11 IG doing redaction processing. RWD Done. PN O/S.

S40


From: Nick Macklin <Nick.Macklin@tst.nhs.uk>
Sent: 20 June 2012 08:50
To: Fisher, Jon; Hollocks, Karen
Cc: Taylor, Sarah-Jane; Lindsay Aitken
Subject: Update on SW consortium
Attachments: Response to FoI.docx

Hi Karen

Thanks for the update on the above. Just to save Jon some time on the FoI response, [REDACTED], Dorset County Hospitals, drafted a suggested response, which has been circulated amongst HRD's which I have used as the basis of our response. Lindsay may already have sent on a copy but just in case I attach a copy for info.

Kind regards

Nick


Thank you for your letter dated 7 June 2012 in which you make a request for information from the Trust.

In your letter you state that UNISON has concerns relating to Taunton and Somerset NHS Foundation Trust's involvement with the "South West Trust Pay Cartel". Whilst I do not recognise any such 'cartel' I am assuming you are referring to the South West Pay, Terms and Conditions Consortium. Therefore, I am providing my responses with reference to the Consortium.

Addressing each of your questions, in turn:

Has the Trust joined the Consortium and, if so, why?

At a recent Board meeting, the Trust agreed to be part of the Consortium, to the extent that it will work with other providers in the South West to review the degree to which the existing pay and reward structure remains fit for purpose. This is particularly important in light of the challenges we face now and will continue to face in the future (i.e. contending with rising pay and non-pay costs, in the face of continued demand for services and diminishing income).

All members of the Consortium acknowledge and support the work of the NHS Staff Council in its on-going discussions relating to potential changes to some elements of the Agenda for Change national pay framework. However, there is currently little indication as to what changes, if any, might be introduced and when they are likely to be effective. As a responsible employer it is prudent to explore the potential for improvements, at a regional level, in collaboration with other trusts.

Please provide minutes and any related documents of the Trust Board meetings where the Consortium has been discussed.

The Board has discussed membership of the Consortium in private session. Minutes of private Board sessions are not public documents.

Is there a Trust Board meeting scheduled to discuss joining the Consortium and, if so, when?

Please see above.

When is the Trust Board meeting to discuss Gateways 2 and 3 outlined in the project initiation document?

The Board will consider any proposals arising from the scoping work being commissioned by the Consortium, when these are submitted. The proposals will inform any decision by the Board to progress to the next Gateway(s).

Does anyone from the Trust have a specific role on the Consortium steering group?

Jim is one of the two HR Director Members of the Steering Group.

Is the Trust hosting the financial funding for the Consortium?

No.

Has the Trust committed to the initial £10k required for membership of the Consortium?

Yes

What finance has the Trust committed beyond the £10k referred to above, or does the Trust envisage committing, towards the cost of the Consortium?

Any future financial commitment will be dependent upon the Trust's continuing support, or otherwise, for any courses of action proposed by the Consortium working group.

What areas of Agenda for Change are being considered for change by the Trust and why?

To date, the focus of activity has been on preparing the basis on which work will be progressed. Although a number of potential areas have been identified for exploration there are no pre-conceived ideas about what the analysis of these areas will identify and certainly no decisions have been taken.

We are working hard to deliver high quality, cost effective care for our patients and to protect the employment of our staff. Consistent with other employers, we are also keen to ensure that terms and conditions of employment are fairly and consistently applied, such that we can more appropriately and effectively recognise and reward individual staff for the contribution they make. The need to encourage innovation and support efficiency improvements has prompted us to work more collaboratively with other trusts across the region to ensure the pay framework represents value for money and delivers benefits for employers, staff and patients alike.

What autonomy will the Trust have in relation to the Consortium?

The Trust will retain its autonomy with respect to the Consortium and its activities. Continued involvement with the Consortium will be dependent upon the degree to which the Trust supports any emergent proposals and is comfortable pursuing these.

We understand that the objective of the Consortium is to secure consensus for a Regional Pay Framework across all member organisations. How is the Trust intending to proceed if this consensus is not achieved?

Regional consensus for any future changes is desirable and worthy of pursuit. However, should this not be achievable, then the organisation will continue to act in the best interests of its patients, staff and other key stakeholders to ensure it remains a successful Foundation Trust.

I hope the information I have provided will enable UNISON to have a better understanding of the Trust's position, with respect to its involvement with the Consortium.

Yours sincerely

Nick Macklin

HR DIRECTOR

From : Bown, Chris
Sent: 20 September 2012 15:47
To: Fisher, Jon
Subject: RE: update from SWC - - commercial in confidence

Jon what do you suggest we do at Poole – Staff Bulletin?

From : Fisher, Jon
Sent: 20 September 2012 15:44
To: Bown, Chris; 'david@davidamos.net'
Subject: FW: update from SWC - - commercial in confidence
Importance: High

For info, have spoken to Geoff on this and he is happy with it.

I will now circulate to SWC comms leads to localise with their own CEO/etcs comments for their use (internally and should they wish externally), as well as the Western Morning News (closely following the story), Nursing Std and Shaun at HSJ/NT (and our website).

Jon.

Jon Fisher
Senior communications manager

From: Fisher, Jon
Sent: 20 September 2012 12:50
To: 'Geoffrey Winnard'; Gill Bellord
Cc: 'Mike Foster'; 'david@davidamos.net'; Bown, Chris
Subject: update from SWC - - commercial in confidence
Importance: High

Dear both, please see the lines below, an update from Tuesday's meeting intended to issue to staff and selected media today.

If you have any comments, please contact me as soon as possible (my contact details below).

Kind regards,

Jon.

Update from the south west pay, terms and conditions consortium

DRAFT: 20.9.12 statement for immediate release

A 'positive and constructive' meeting of senior representatives from employers who are members of the south west pay terms and conditions consortium took place earlier this week.

The meeting, on Tuesday (18 September) was attended by around 40 representatives from member organisations, including chief executives, finance and human resources directors and other senior staff.

The meeting centred on two discussion documents, published in August by the consortium, and which look at the role amendments to pay, terms and conditions may play in supporting organisations as sustainable employers and service providers, and the economic, service and financial challenges facing trusts in the south west.

No decisions or proposals were agreed or put forward at the meeting – it is for individual trust boards to decide whether to adopt any recommendations contained within a business case, due to be completed in this calendar year.

Chris Eown, chief executive of Poole Hospital NHS Foundation Trust, is the consortium's steering group chair.

"The meeting was extremely positive and constructive and provided an excellent opportunity for senior trust staff to discuss face-to-face many of the issues trusts in the south west are confronted with, and which are highlighted in the consortium's two discussion documents," he said.

"Attendees reaffirmed the unprecedented challenges facing the NHS here in the south west, and which the consortium has been given the remit to find ways to help meet these.

"The view that amendments to pay, terms and conditions simply must be considered if trusts are to remain viable employers and service providers in the years ahead was also further endorsed.

"The meeting also noted the position adopted by unions, and that continued efforts would be made to attempt to engage with local representatives during the production of the full business case and beyond.

"The work of the consortium, understandably, has - and will continue to be - in the spotlight, and we are listening to all views put forward.

"It is our hope that through direct engagement with union representatives at individual trust level, the views of the staff they represent will be to the fore as we move forward."

The consortium is exploring the pay, terms and conditions for all staff, including doctors and dentists. Members also fully support the ongoing national negotiations taking place on aspects of Agenda for Change, and are hopeful that the outcome of these will be fit for purpose pay, terms and conditions which underpin greater job security and sustainable service provision.

ENDS

Jon Fisher
Senior communications manager
Poole Hospital NHS Foundation Trust

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e: jon.fisher@poole.nhs.uk
w: www.poole.nhs.uk

PART.

From: Bown, Chris
Sent: 14 August 2012 13:59
To: Fisher, Jon
Subject: Fw: Commercial in confidence: draft letter to MPs in response to RCN template letter

Sent via mobile device.

----- Original Message -----

From: Jacqueline Kelly [mailto:Jacqueline.Kelly@ndevon.swest.nhs.uk]
Sent: Tuesday, August 14, 2012 11:39 AM
To: Bown, Chris
Subject: Re: Commercial in confidence: draft letter to MPs in response to RCN template letter

Dear Chris

An exceptionally well argued and considered response that will be extremely helpful. Thank you

Regards

Jac

>>> "Bown, Chris" <Chris.Bown@poole.nhs.uk> 8/14/2012 9:25 am >>>
Dear All

Your local MPs have been sent a standard letter from the RCN in relation to the work of the consortium (see below). We have produced a template response (attached) for your use which you may wish to use proactively.

Regards

541

PACT

From: Challice, Angela on behalf of Bown, Chris
Sent: 14 August 2012 09:26
To: 'Angela Pedder, CEO Royal Devon + Exeter'; [REDACTED] y Hospital'; Bown, Chris; [REDACTED]; 'Caspar Ridley, CEO, Salisbury'; 'Caterina Gallo, PA- GWH'; [REDACTED] r MH Trust'; [REDACTED]; 'Edward Colgan, CEO Somerset Partnership'; 'Frank Harsent, CEO Gloucestershire'; [REDACTED]; 'Helen O'Shea, CEO - Plymouth Hospital'; [REDACTED]; 'Iain Tulley, CEO- Devon Partnership'; 'Jacqueline Kelly, CEO - North Devon'; 'James Scott, CEO Royal United Bath'; 'Jean O'Callaghan, CEO- Dorchester'; [REDACTED]; [REDACTED]; 'Jo Cubbon, CEO Taunton'; [REDACTED] Partnership'; [REDACTED]; [REDACTED] Partnership'; [REDACTED]; Legg, Lindsey (RBCH); 'Lezli Boswell, CEO- Cornwall'; [REDACTED]; [REDACTED]; 'Marie-Noelle Orzel, CEO (Bristol)'; 'Nerissa Vaughan, CEO- Great Western Hospitals'; 'Paul Mears, CEO - Yeovil'; 'Paul Sly, CEO- DHUFT'; 'Peter Colclough, CEO- Weston Area'; 'Robert Woolley, CEO - Bristol'; [REDACTED]; 'Shaun Clee, CEO- Gloucester'; Spotswood, Tony (RBCH); [REDACTED] Bristol'; [REDACTED] ol'
Cc: [REDACTED]
[REDACTED]
[REDACTED] Taylor, Sarah-Jane
Subject: Commercial in confidence: draft letter to MPs in response to RCN template letter
Attachments: 14.8.12 Letter to MPs in response to RCN template letter.docx
Importance: High

Dear All

Your local MPs have been sent a standard letter from the RCN in relation to the work of the consortium (see below). We have produced a template response (attached) for your use which you may wish to use proactively.

Michael J. Pever

From : Challice, Angela on behalf of Bown, Chris
Sent: 20 August 2012 11:37
To: 'Angela Pedder, CEO Royal Devon + Exeter'; [REDACTED];
Hospital'; Bown, Chris; [REDACTED]; 'Caspar Ridley, CEO, Salisbury';
[REDACTED]; 'Edward Colgan, CEO Somerset Partnership';
[REDACTED]; 'Frank Harsent, CEO Gloucestershire'; [REDACTED]; 'Helen O'Shea, CEO -
Plymouth Hospital'; [REDACTED]; 'Iain Tulley, CEO -
Devon Partnership'; 'Jacqueline Kelly, CEO - North Devon'; 'James Scott, CEO Royal
United Bath'; 'Jean O'Callaghan, CEO- Dorchester'; [REDACTED];
[REDACTED]; 'Jo Cubbon, CEO Taunton'; [REDACTED];
[REDACTED]; [REDACTED]; [REDACTED];
Partnership'; [REDACTED]; Legg, Lindsey (RBCH); 'Lezli Boswell,
CEO- Cornwall'; [REDACTED];
'Marie-Noelle Orzel, CEO (Bristol)'; 'Nerissa Vaughan, CEO- Great Western
Hospitals'; 'Paul Mears, CEO - Yeovil'; 'Paul Sly, CEO- DHUFT'; 'Peter Colclough,
CEO- Weston Area'; 'Robert Woolley, CEO - Bristol'; [REDACTED];
'Shaun Clee, CEO- Gloucester'; Spotswood, Tony (RBCH); [REDACTED];
[REDACTED]; 'Alison Kingscott'; 'Andre Frullo'; 'Claire
Buchanan'; 'Colin Hague'; 'Darran Armitage'; 'David Smith'; 'Harry Hayer'; 'Heinz
Scheffer'; 'Jenny Hair'; 'Jo Gibbs'; 'Karen Allman'; 'Kay Harrison'; 'Lynn Lane'; 'Lynn
Vaughan'; 'Mark Power'; 'Martin Ringrose'; 'Maureen Bignell'; 'Nick Cook'; 'Nick
Macklin'; 'Oonagh Fitzgerald'; Taylor, Sarah-Jane
Cc: 'david@davidamos.net'; Fisher, Jon
Subject: Important: Half Day Conference for SWC Trusts
Attachments: Directions.pdf
Importance: High

Dear All

A half-day conference has been arranged for all Trusts who are part of the South West Pay, Terms and Conditions Consortium, on **Tuesday 18 September 2012**. The Conference will be held at the Bevan Brittan offices in Bristol and will begin at 12.00 noon, with a sandwich lunch, followed by the Workshop to be held during the afternoon. An invitation to attend the Conference is being extended to all CEOs, HRDs and Directors of Finance of the SWC participating Trusts.

The address of the venue is: Kings Orchard, 1 Queen Street, Bristol BS2 OHQ. Directions and parking options are attached for your information.

I would be grateful if you could book this event in your diaries as a matter of priority and kindly share this date and event with your DoFs.

An agenda and further information will follow shortly.

Kind regards

Chris Bown
Chief Executive