

MEDIA RELEASE

Embargoed until 12noon, 22 August 2012

Up to 6,000 NHS jobs could be safeguarded by NHS employer group

South West Consortium publish latest reports

The South West Pay Terms and Conditions Consortium (SWC) has released two new discussion documents outlining the challenges facing the NHS and how pay, terms and conditions can support sustainable health services and employment now and in the future.

The Consortium comprises senior representatives from 20 NHS Trusts and has been established in response to the serious financial and operational challenges facing the NHS, both now and in the future.

The Consortium Steering Group is responsible for identifying how taxpayer funding may be more efficiently used in order to protect both employment and the continued delivery of high quality healthcare.

The documents released today explore areas in which changes to pay, terms and conditions may support member Trusts in safeguarding employment and health services for the years ahead. They also look at the economic, service and financial challenges NHS Trusts face in the South West.

The consortium's research has revealed the scale of the savings challenge facing the NHS in the South West over the next three years, equivalent to around 6,000 posts, measured at an average employer full cost of £40,000 per year.

The consortium believes the challenge can be significantly addressed by exploring options around pay, terms and conditions without the need for a large reduction in staff numbers.

The two documents contain no proposals or recommendations, and aim to generate debate and engagement among staff and their representatives within member organisations.

Feedback gathered will contribute to a full business case, which will contain a series of recommendations to be presented to each Trust's board for discussion later this year.

Chris Bown, Chief Executive at Poole Hospital NHS Foundation Trust, is the Consortium Steering Group Chairman.

"These documents demonstrate our commitment to meet the unprecedented challenges facing the NHS in the South West," he said.

"While neither document contains proposals or decisions, they do demonstrate the scale of the issue facing employers, and in turn, employees and patients.

"We hope by releasing these documents proactively we can generate meaningful debate as we look at ways of ensuring the NHS in the South West has a bright and sustainable future."

"Consortium Trusts are fully supportive of the national negotiations between employer representatives and unions which are looking at modernising the current Agenda for Change pay model. We believe we can and should work in the background as these discussions continue to give us the best opportunity to be sustainable organisations in the years ahead.

"By promoting financially healthy NHS organisations we can preserve employment and reduce the need for redundancies.

"Our analysis shows that up to 6,000 NHS jobs in the South West may be safeguarded by changes to staff pay, terms and conditions."

ENDS

Notes to Editors:

- To view the documents and for more information on the Consortium, visit www.meetingthechallenge.info
- Contact Jon Fisher, Consortium Communications Lead, for interview opportunities via jon.fisher@poole.nhs.uk or (01202) 442269.
- The following Trusts' boards have agreed to work together as the South West Pay, Terms and Conditions Consortium:
 1. Poole Hospital NHS Foundation Trust
 2. Dorset County Hospital NHS Foundation Trust
 3. The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust
 4. Gloucester Hospitals NHS Foundation Trust
 5. Great Western Hospitals NHS Foundation Trust
 6. North Bristol NHS Trust
 7. North Devon Healthcare NHS Trust
 8. Plymouth Hospitals NHS Trust
 9. Royal Cornwall Hospitals Trust
 10. Royal Devon and Exeter NHS Foundation Trust
 11. Royal United Hospital Bath NHS Trust
 12. Salisbury NHS Foundation Trust
 13. Taunton and Somerset NHS Foundation Trust
 14. University Hospitals Bristol NHS Foundation Trust
 15. Weston Area Health NHS Foundation Trust
 16. Yeovil District Hospital NHS Foundation Trust
 17. 2gether NHS Foundation Trust
 18. Devon Partnership NHS Trust
 19. Somerset Partnership NHS Foundation Trust
 20. Dorset HealthCare NHS Foundation Trust

[REDACTED]

From: Challice, Angela on behalf of Bown, Chris
Sent: 10 September 2012 16:32
To: [REDACTED]
Subject: MY ROLE IN THE NHS - In Confidence
Attachments: 10.9.12 CB to [REDACTED].doc

S40

Dear [REDACTED]

Please find attached letter from Mr Chris Bown, Chief Executive, in response to your email to him of 28 August 2012.

Kind regards

Angela Challice
PA to Mr Bown.

From: [REDACTED] S40
Sent: 28 August 2012 15:03
To: Bown, Chris
Subject: MY ROLE IN THE NHS

Dear Mr. Bown,

I understand that you think I deserve a 15% cut in my salary.

Let me explain what I do and what I get paid for doing it.

I work at the [REDACTED] S40 working as a night porter in the Accident and Emergency department, dealing with the stress and trauma of a busy Casualty department. It is hard work, emotional and at times stressful but I enjoy my role. My salary is £7.48/hr plus night enhancement.

Due consider this an extortionate salary?

In my opinion I think you and your SW peninsular cartel have decided that due to employment figures you can bully hard working staff, many of whom are young families struggling to make a future for themselves.

Bullying is a character flaw Mr. Bown.

NO THANKS!

[REDACTED] S40

Longfleet Road
Poole
Dorset
BH15 2JB
Tel: 01202 442895
Fax: 01202 442743

14 November 2012

In Confidence

[REDACTED] S40
(By email)

Dear [REDACTED] S40

Thank you for your email of 28 August 2012, which I received whilst on leave, to which I am now able to reply.

Despite what has been reported in the media about the pay position, I can confirm that the South West Pay, Terms and Conditions Consortium (SWC) has not taken any decisions in any respect with regard to addressing pay, terms and conditions. I do note your description of your current income under Agenda for Change and will make sure that your view is taken account of as part of the analysis undertaken by the SWC.

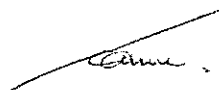
The SWC has been set up as the member Trusts believe that the financial and operational challenges ahead cannot be met fully by further efficiency savings or service reconfigurations alone, opportunities for which are becoming limited. Further information about the SWC can be found on the website – www.meetingthechallenge.info

The SWC believes that amendments to staff pay, terms and conditions could be introduced that will support sustainable organisations, promoting job security and viable services whilst lessening the need for reductions in workforce or the quality of care our patients rightly expect from us. It is worth noting that the SWC is also looking at ways in which pay arrangements may be enhanced for high performing staff members.

I can assure you, that like yourself, I am completely against bullying behaviour and I am fully committed to working in partnership with staff to address the challenges which the NHS faces.

Thank you for your continued hard work and commitment to providing services to patients.

Yours sincerely



Chris Bown
Chief Executive



From: Challice, Angela
Sent: 22 August 2012 09:59
To: Fisher, Jon
Subject: Press release
Attachments: Media release documents published 22 8 12.doc

Hi Jon

Press Release attached as requested.

Many thanks

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

From: Fisher, Jon
Sent: 22 August 2012 09:14
To: Challice, Angela
Subject: Press release

Sorry, can you send me the PR ASAP when formatted please?

Thanks,

Jon.

Sent via a mobile device.

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