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



From:

Challice, Angela on behalf of Bown, Chris

Sent:

10 September 2012 16:32

To:

Subject:

MY ROLE IN THE NHS - In Confidence

Attachments:

10.9.12 CB to doc

540

Dear

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:

540

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 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.

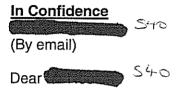
NO THANKS!





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

14 November 2012



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

Cime

Chris Bown
Chief Executive



From: Sent:

To:

Challice, Angela on behalf of Bown, Chris

20 August 2012 12:17

'Angela Pedder, CEO Royal Devon + Exeter'; 'A

Caspar Ridley, CEO, Salisbury';

Germania, Capital Asimore, LA 29emen

'Frank Harsent, CEO Gloucestershire '; 'Grant Helen O'Shea, CEO -

Plymouth Hospital '; Tain Tulley, CEO-

Devon Partnership'; 'Jacqueline Kelly, CEO - North Devon '; 'James Scott, CEO Royal United Bath'; 'Jean O'Callaghan, CEO- Dorchester ';

; 'Edward Colgan, CEO Somerset Partnership';

Legg, Lindsey (RBCH); 'Lezli Boswell,

CEO- Cornwall '; 'Independent '; 'Independent '; 'Independent '; '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 ';

'Shaun Clee, CEO- Gloucester'; Spotswood, Tony (RBCH); 'Bit '; '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

'david@davidamos.net': Fisher. Jon

Subject: Please note this information is forwarded in Confidence

Attachments: Directions.pdf

Importance: High

In Confidence:

Dear All

Cc:

Important: Half Day Conference for SWC Trusts

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

F	ľ	O	n	1=	
_					

Challice, Angela

Sent:

22 August 2012 09:59

To: Subject: Fisher, Jon 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.

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