

From: Bown, Chris
Sent: 16 August 2012 10:30
To: Challice, Angela
Subject: Email to our BoD for the launch next Wednesday
Attachments: SWC CEO letter (draft) - publication.doc

Angie, this is the covering email to go with the two documents and a copy of the press release to all our Board members next Wednesday afternoon.

Chris

SOUTH WEST PAY, TERMS AND CONDITIONS CONSORTIUM: LAUNCH OF DISCUSSION DOCUMENTS

Dear all,

Today as Chairman of the South West Pay, Terms and Conditions (SWC) Steering Group I have launched two discussion documents (attached) to the 20 member trusts and the regional full time officers of the trades unions, the latter to support the SWC's commitment to openness and widespread engagement.

The two documents are "The Economic, financial and service challenges" and "Addressing pay, terms and conditions". I do expect there to be considerable interest across the NHS in these documents but feel that by openly publishing them we can show that the SWC is taking a measured, comprehensive, realistic and rational approach to addressing the future of pay, terms and conditions.


The two documents develop the analysis in the original project initiation document – and are both designed to promote discussion not immediate decision-making or consultation with staff side. Neither document makes any recommendations and do not mean that any specific decisions have been taken to date by the SWC. Each document suggests points for discussion to demonstrate this – and invite views on their content.

We will be making the documents available on the SWC website to aid circulation. Given the major interest in these documents and the likelihood of both local and national media attention, we have prepared a press release, which is also attached for your information. We will also circulate something to all staff (inc Governors) and I am meeting with the Poole Staff Partnership Forum on Thursday to discuss directly with them.

The SWC has planned to hold a conference in September in order to consider feedback on these documents and consider the way forward.

The aim is still to produce a Business Case for each trust board by the end of the calendar year. I am hoping that this can be for either our October or December BoD.

Chris Bown



From: Challice, Angela
Sent: 20 August 2012 09:07
To: Taylor, Sarah-Jane
Cc: Bown, Chris
Subject: Extraordinary SPF meeting - 23 August 2012

Dear Sarah-Jane

In light of the launch of the communications and documentation regarding the Pay Terms and Conditions Consortium, which Chris has arranged on Wednesday 22 August, he has also asked for an extraordinary SPF meeting to be arranged on Thursday 23 August at 5pm in the Board Room, where Chris will attend and brief the SPF to give an update on SWC. Vicky Topcubasi has sent out a meeting request, however Chris thought you may wish to have an explanation as to the reasoning behind the additional SPF meeting. Mary Sherry is on annual leave this week so will not be attending.

Many thanks

Angela Challice
Executive Assistant to Chris Bown
Chief Executive
Poole Hospital NHS Foundation Trust
Longfleet Road
Tel: 01202 442624
Fax: 01202 442743
Email: angela.challice@poole.nhs.uk

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~~CONFIDENTIAL~~

From: Challice, Angela on behalf of Bown, Chris
Sent: 16 August 2012 10:38
To: 'Angela Pedder, CEO Royal Devon + Exeter'; [REDACTED]
Hospital'; Bown, Chris; [REDACTED] 'Caspar Ridley, CEO, Salisbury';
[REDACTED]; [REDACTED];
S40 T [REDACTED] + Somerset'; '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];
[REDACTED]; [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]
Cc: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Subject: Taylor, Sarah-Jane
Attachments: FOIs - commercial in confidence
guidance from BB re- FOI 1930 Version 1.DOC
Importance: High

Dear Colleagues

Further to my recent email concerning the FOI referenced in the attached guidance, we have been advised that a number of Trusts have now received further clarification on the second point, and have been asked to submit all documents, including emails, dating back to the initial formation of the consortium.

We are in the process of seeking further advice from Bevan Brittan on exemptions which may be applied, and will circulate this as soon as possible, with the aim of providing additional support and guidance for Trusts when considering how best to respond.

Please cascade this email to FOI leads as appropriate.

In the meantime if you have any queries, please contact Karen Hollocks (Karen.hollocks@poole.nhs.uk) or, from 20 August, Jon Fisher (jon.fisher@poole.nhs.uk)

Kind regards

Chris Bown
Chair of SWC

From: Bown, Chris
Sent: 28 August 2012 21:15
To: Challice, Angela
Subject: Fw: 35 Years of Service

Angie, can you do an email from me and copied into the Plymouth CEO saying

Dear [REDACTED] it is important to be clear that the South West Consortium has made no proposals or recommendations at all. Moreover no option put forward in the recent publications available on the website results in a 15 percent pay cut as our trades union colleagues assert. It may be helpful for you to read the 'Frequently Asked Questions' available on the consortium website www.meetingthechallenge.info

I have also copied this email to your Chief Executive as I am sure she would wish to know about your concerns and answer any questions you might still have.

But to answer your question directly; you certainly don't deserve a 15 percent pay cut.

Kind regards

Chris Bown
Chairman SWC

Sent via a mobile device.

From: [REDACTED]
Sent: Tuesday, August 28, 2012 08:07 PM
To: Bown, Chris
Subject: 35 Years of Service

S40/S41

Dear Mr Bown

After 35 years of loyal service to the NHS could you tell me why I deserve a 15% pay cut ?

[REDACTED]
[REDACTED]
[REDACTED]
S40/S41

[REDACTED]

From: Bown, Chris
Sent: 12 September 2012 15:18
To: Challice, Angela
Subject: Fw: Advice on response to letter received by CEO from local Staffside Chair
Attachments: staff side.pdf






Copy please

Sent via a mobile device.

From: Kingscott Alison (WESTON AREA HEALTH NHS TRUST) [<mailto:alison.kingscott@nhs.net>]
Sent: Wednesday, September 12, 2012 02:34 PM
To: Fisher, Jon
Cc: Welch Caroline (WESTON AREA HEALTH NHS TRUST) <carolinewelch@nhs.net>; Bown, Chris
Subject: Advice on response to letter received by CEO from local Staffside Chair

Hi Jon
I am assuming that the attached letter we have received today is in fact a template which is being sent to all CEOs from their local staffsides. If this is the case would you be so kind as to provide the template response that we can use to ensure consistency.
Thanks very much
Alison

Alison Kingscott
Director of Human Resources

 Executive Offices, Weston General Hospital, Grange Road, Weston super Mare, Somerset BS23 4TQ
 01934 881101 or  01934 636363 x5002  alison.kingscott@nhs.net P.A: Jo Robinson
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From: Bown, Chris
Sent: 07 September 2012 14:02
To: Fisher, Jon
Subject: Fw: Commercial in confidence - SWC updates

Jon here it is also just sent you another one asking the same from Gloucestershire. Cant recall the original Unison letter though and whether we responded?

Sent via a mobile device.

From: Bown, Chris
Sent: Thursday, September 06, 2012 06:56 PM
To: 'Lezli.Boswell@rcht.cornwall.nhs.uk' <Lezli.Boswell@rcht.cornwall.nhs.uk>
Cc: 'Karl.Simkins@rcht.cornwall.nhs.uk' <Karl.Simkins@rcht.cornwall.nhs.uk>; Fisher, Jon
Subject: Re: Commercial in confidence - SWC updates

Lynsey, I am abroad at the moment so have copied Jon Fisher in so he can respond.

Regards

Chris

Sent via a mobile device.

From: Lezli.Boswell@rcht.cornwall.nhs.uk [mailto:Lezli.Boswell@rcht.cornwall.nhs.uk]
Sent: Thursday, September 06, 2012 06:51 PM
To: Bown, Chris
Cc: Karl Simkins <Karl.Simkins@rcht.cornwall.nhs.uk>
Subject: Re: Commercial in confidence - SWC updates

Dear Chris,

I write on behalf of Lezli who is currently on annual leave. We have today received a letter from UNISON on behalf of the NHS Staff Side Council and I believe that this has been sent to other organisations. Can you confirm if a generic response has/will be drafted for organisations to send?

Many thanks
Lynsey Neave
Corporate Services Manager

CC Karl Simkins, DoF and Acting CEO

>>> On 04/09/2012 at 14:52, in message <20120904135239.39F5D448C11@nhs-pd1e-esg109.ad1.nhs.net>, "Bown, Chris" <Chris.Bown@poole.nhs.uk> wrote:

Dear Colleague

Media coverage

Please find attached coverage from this week's HSJ and Nursing Times publications, for information.

FOI update

I am aware that some FOIs are still in progress and that advice from our advisors, Bevan Brittan, is currently being drawn up. Bevan Brittan has made it clear to me that it is far more important to provide the appropriate FOI response than the fastest one, even if this means exceeding the 20 day turnaround limit. Further advice and guidance will be issued on these outstanding FOIs later this week, while the first teleconference of the SWC FOI working party will take place on Friday afternoon.

Updated FAQs

The consortium's online FAQ - at www.meetingthechallenge.info/faq - has now been updated following the recent publication of the two discussion documents. Additional questions now answered are:

- o Is the consortium advocating blanket pay cuts for staff?
- o My trust reported a financial surplus last year. Why should we be part of the consortium?
- o One of the possible options in the 'addressing pay, terms and conditions' discussion paper includes reducing the length of the working week. If this was introduced, does that mean fewer patients would be cared for by member trusts?
- o The consortium says that by examining pay, terms and conditions, 6,000 NHS jobs in the South West can be safeguarded over the next three years. Does this mean that 6,000 jobs are currently at risk in the region?

If you are aware of any further questions you think should be included in the FAQ, please inform Jon Fisher, consortium communications lead, via jon.fisher@poole.nhs.uk

The above information has also been sent to your communications teams.

Kind regards

Chris

Chris Bown
Chief Executive

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