

**Your Board**



From left to right — Simon Knighton, chairman; non executive directors Dusty Walker, David Purdon and Paul May; Janet Rowse, chief executive; Clive Bassett, Finance Director; Jenny Theed, Director of Operations and Nursing; Liz Richards, HR Director; Julie Sharma, Business Development Lead and Andrew Havers, Medical Director

# Looking to the future

The care, compassion and commitment of Sirona’s staff has been praised at each session of the Board this year.

Since Sirona’s foundation in 2011, staff have been viewed as the organisation’s best asset and that view will not change moving forward, the Board declared.

The voice of staff is important and ensuring they are heard and feel able to share their views is vital and the Board agreed it was crucial staff knew how much their input and quality was valued.

Saying thank you was a key message the Board wanted to extend to all staff and recognising he is not able to speak to every member of the organisation’s 2000+ workforce, the chairman Simon Knighton has recorded a video thanking them for their dedication.

Sirona’s development has been a consistent theme for the Board at its meetings in February and March plus a workshop in January.

Featuring at each session were the organisation’s key roles in the following projects and initiatives:-

- The Sustainability Transformation Plan (STP) within Bristol, North Somerset and South Gloucestershire (BNSSG); the STP is a national initiative to transform the way health and care services is delivered.

- Plans for the Frenchay and Thornbury Hospital sites in South Gloucestershire.
- Working with partners to deliver Community Children’s Health Services in Bristol and South Gloucestershire.

Throughout this period, the Board was updated on the huge efforts being made by staff across the organisation to ensure a safe transfer of services and staff to Virgin Care on April 1 following the *your care, your way* procurement process in Bath and North East Somerset.

The focus has been on continuing to deliver a safe and high quality service throughout the area Sirona serves which had proved challenging at times during the winter period as demand for care escalated with additional beds being opened at Paulton Memorial Hospital for a short time.

The Board paid tribute to the commitment of all staff to take personally the challenges not only from the service transfer but the winter pressure on the system.

They praised the way staff at all levels of the organisation had embraced the need to take action and gone above and beyond their normal duties to ensure those who needed Sirona’s care received it but also helped to relieve pressure being experienced elsewhere in the system.

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## In summary....

“Sirona is my safety net,” Sue Lewis told the Board at its March meeting.

Sue is a carer for her husband John and mother Jean and lives in an extra care scheme in Yate. John has Chronic Obstructive Pulmonary Disease and is receiving palliative care at home while Jean has heart failure.

The family is supported by the Community Matron Ros Davies and the District Nursing Service.

Sue feels as a result of Sirona’s involvement she rarely needs to call the GP which is a huge improvement on only a couple of years ago and she also feels supported in her own right as a carer.

Knowing she was coming to the Board, she discussed the available care with friends and peers at the extra care scheme.

She suggested Sirona trained staff from other organisations in catheter care to avoid the need for nurses to be called out. Locality manager Alison Griffiths, who was representing Bev Mason at the meeting for this session, promised to investigate this.

Sue also told the Board she was worried about being able to access services in the future as she questioned whether services would be able to cope with an ageing population.



Chairman Simon Knighton, pictured with Sue, thanked her for sharing her story and for raising her worries.

He and other Board members said it was really helpful for them to hear direct from

those who rely on services so that their views can be part of the decision-making process.

Lisa Cronan, Professional Nursing Lead and Geoff Watson, Professional Lead for Social Work were praised for the quality of their reports on patient safety and safeguarding which were a rich source of information and assurance for Board Members.

Clive Bassett, Finance Director, praised staff at each of this quarter’s board meetings for their sensible approach to booking agency and bank staff.

He said managers had taken on board the importance of prudence and moved it forward. HR Director Liz Richards said the cost and quality of bank and agency staff had also improved with the introduction of Preferred Supplier Agreements.

Mandatory Training was discussed with Jo Southwell, Head of Learning and Development, telling the board there was now a 96 per cent compliance level with Sirona on target to achieve 100 per cent by the end of the financial year which was a huge improvement; it followed the introduction of All In One Day training.

Investment by Bath and North East Somerset Council in the three Community Resource Centres which will continue to be run by Sirona was also discussed. A transformation plan was being drawn up and would be implemented over the summer months.

Dusty Walker, who has been a non-executive with Sirona since its foundation will be retiring in the summer and recruitment plans for her replacement are now being drawn up. Paul May will take on the Quality agenda from Dusty. David Purdon will continue to lead on Audit and Assurance issues.

Chairman Simon Knighton closed the March meeting reflecting on the poignancy of the move from St Martin’s Hospital in the coming months as the majority of Sirona’s services in Bath and North East Somerset move to Virgin Care. He praised all staff and gave his thanks to the executive team who had been working hard to ensure a safe and smooth transfer.

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Other key discussions surrounded the services in B&NES which Sirona would continue to run. These include the three Community Resource Centres in B&NES offering

care for those needing residential and potentially nursing support which links in to the Frenchay and Thornbury projects; the organisation will also be providing services at the five Extra Care facilities in B&NES and the Community Equipment Service.