To All SCSHA staff

I am writing because of a problem in the timing of publication of the second stage of the structure process.

In my note on 7 April 2009 (Development of the SHA (13)), I outlined the next stages of the process of the development of the SHA as a clinical change organisation and included an outline timetable for the second stage process. This stated that the consultation on the organisational structure for the second stage would begin 6 May 2009. Arrangements were being made to hold a specific staff briefing on 6 May at 14.00.

We had agreed with the SPF to get the structure right and published for the whole organisation rather than just team by team, because it was the most equitable for all staff. We recognised, though, that this was more complex and would take more time. This is proving to be the case and whilst we have made great progress on developing the structure there is still some work to do before we can publish it for consultation.

I therefore have to unfortunately inform you all that we are not yet in a position where we can start the consultation process on 6 May and therefore no overall staff briefing will take place this day. I would be happy to meet individuals or groups of colleagues at that time if that would be helpful.

I know this will be very frustrating and do apologise for extending the uncertainty you are facing in this period of transition, however, I am absolutely committed to ensuring our organisation is fit for purpose in facing the challenging times ahead and therefore feel that investing the time up front to have the structure right is the only way forward. I anticipate that the delay to the process will be no longer than a month and will of course keep you updated as progress continues.

Support for staff

I have shared with you before some of the support options available for staff during this change process and would like to give you some more detail on this, as outlined below:

1) Your line manager will continue to be your first contact for questions and queries and it is important that you both find the time to ensure your regular 1:1 meetings take place through this time of transition. This will give you both the opportunity to ensure you are up to date with and understand the latest communications and give you an opportunity to raise any queries or issues that you may have.

2) Following a tender process Right Management are providing a package of support including workshops for managers and individuals. The arrangements for these workshops are now in place and are detailed below. I would encourage all of you to attend the workshop relevant to your role as this will be valuable support to you during the change process

Understanding change Leadership – 1 day workshop for line managers

Leading through change can be an especially difficult task because managers are not only required to manage the reactions of their team members to change; they are also expected to manage their own reactions. This workshop will support line managers in understanding the context of the change, and understanding ways in which to lead their teams through the change process effectively. Additional information on the content of this workshop is attached. These workshops will be held on:
Understanding Change Workshop for employees workshops (half day)

This workshop is for all employees affected by the change process. It will help you to understand the context of the change process, and explore ways in which to increase personal effectiveness during the change. Additional information on the content of this workshop is attached.

These are half day workshops and 2 workshops will be held each day as follows:

22 May 2009 – Rivergate House, Isis meeting room
26 May 2009 - West Berkshire Hospital
28 May 2009 - West Berkshire Hospital
29 May 2009 - West Berkshire Hospital

Action : please book your place on either the line manager or employee workshop as soon as possible by emailing Leah Barlow with your preferred date.

3) The regular HR drop in sessions planned for individuals to meet with a member of the HR team to discuss their situation, queries and concerns continue to take place and the dates are:

Thursday 7 May - 14.00-15.00 Solent
Thursday 14 May - 10.00-11.00 Solent
Friday 22 May - 15.30-16.30 Solent
Thursday 28 May - 14.00-15.00 Solent
Thursday 4 June - 10.00-11.00 Kennet
Thursday 11 June - 10.00-11.00 Thame
Thursday 18 June - 10.00-11.00 Thame
Thursday 25 June - 14.00-15.00 Thame

If you have any queries about the content of the workshop please contact Rachel O’Hara on 01635 275601 or at rachel.o’hara@southcentral.nhs.uk

I apologies again for the delay to the start of the consultation process and hope you can understand why this is necessary.

Thank you
Jim Easton
Chief Executive

Sent by: Carolyn Hinton
PA to Executive Office

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