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5 H S R U W 7 L W O H	Chief Executive's Report			
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<p>This report provides an update for the Trust Board on some of the key issues and developments within this reporting period and covers:</p> <ul style="list-style-type: none"> x 3 H U I R U P D Q F I E Update on current performance x) L Q D Q F I E Update on our financial recovery plan x : R U N I R U P D Q F I E Update on workforce situation x 2 X W V W D Q G L Q J ([S H U L H Q F H P R G L S Y H U C Q D W L H Q W assessment of the Trust x 7 U D Q V I R U P L Q J P D W H U Q L W \ P U B L I C C O N S U L T A T I O N W H R J H W K H U proposals to make changes to maternity services in the Local Maternity System, including proposals to introduce an alongside unit here x 6 P R N H I U F I R M 1 January 2019 Salisbury District Hospital will be a smokefree site x 9 H W H U D Q - S I Z E O F T H E first NHS trusts awarded 'Veteran Aware' accreditation

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The Trust had a challenging time with the emergency pathway in October, which saw

the fourth wave of Trusts engaged in the NHSI Retention Programme, and are now active on LinkedIn to promote all of our vacancies. In November we will be introducing “stay conversations” for staff who are thinking about leaving the Trust. The Trust’s overall sickness absence rate has increased in the last month to 3.74%, above the 3% target, having had some success with long term absence, and we continue to focus on specific areas to proactively manage sickness absence with the aim of reducing it back below target to a sustainable level. Mandatory training, medical and non-medical appraisals are all above target.

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In November we welcomed the CQC as they undertook their unannounced inspection of our core services. We also completed our NHSI Use of Resources assessment which looked at how effectively we are using our resources - such as our finances, our workforce, estates and facilities, technology and procurement. These findings will also feed into our overall CQC rating. We are now preparing for the final element of our CQC inspection, our review under the well led domain which takes place on 4 and 5 December. This is a new element to the CQC review and focuses on leadership of the organisation.

We have much to be proud of and our staff have done an amazing job in facilitating the inspections to date and confidently showing the CQC all the great things we do - we are looking forward to seeing the CQC

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However, this will have to be carried out in designated external areas and not inside hospital buildings. We recognise that this will have an impact on our staff and our patients and we are putting plans in place to support and provide help where we can. Occupational Health (OH) will provide advice and guidance to staff who want to use this as an opportunity to give up smoking. Patients have been advised of the change through patient letters and our main hospital website, with clear signposting of where they can go to get help to quit and we are developing clear guidelines for our staff to help them to enforce the changes.

We understand that this may be a challenge for some, but it is the right thing to do