

## Healthier Communities Select Committee

11<sup>th</sup> December 2013

### TRUST-WIDE FRANCIS REPORT WORKING GROUP

#### PROGRESS REPORT

#### 1. Introduction:

The key purpose of the Trust-wide Francis Report Working Group is to oversee the undertaking of a Trust-wide gap analysis against the report findings, the development and implementation of action plans where required and to provide a proposal to the Board on the acceptance of the Francis Report recommendations. The Group will also monitor the progress and delivery of all action plans.

At the September meeting, it was agreed that to enable focus to be centred around the outstanding actions to be completed against the remaining recommendations, the group will meet on a bi-monthly basis and will alternate across both Lewisham and Queen Elizabeth sites.

The Group has a wide cross-section of staff representatives as well as Non-Executive Director membership and membership from the CCG, Patient Welfare Forum and local Healthwatch.

#### 2. Progress to date:

**Gap Analysis** - The Group has studied the report and its recommendations and has undertaken an initial review of the recommendations which are relevant and applicable to the Trust.

#### **Of the 290 recommendations within the Francis Report:**

- **80 recommendations were considered appropriate and relevant for the Trust to consider**
- **32 of the 80 recommendations, although the responsibility of other external agencies, were considered relevant for the Trust Board to support**
- **Out of the remaining 48 recommendations applicable and relevant to the Trust for action and implementation, 24 have been actioned and implemented**
- **The remaining 24 recommendations are in the progress of being actioned and implemented, some of which have been partially completed.**

The full Trust Gap Analysis can be seen in Appendix 1.

### **Staff Engagement**

Values and Behaviours workshops have been set up through the work of the organisational development team and it is intended to use these groups to engage staff in developing a new culture for our newly proposed organisation which will be built around the openness, transparency, duty of candour, care and compassion values.

Work with the communications team is also underway to maximise the opportunity of staff briefing sessions and Chair / Chief Executive Walkabouts to engage staff in the work programme of the Trust.

Work is also underway to develop a specific and dedicated section on the Trust Intra/Internet site, to the progress of work of the Trust Francis Working Group.

The Working group also agreed that a generic slide pack which can be used by managers to convey the main themes and learning from the Francis Report, be developed and used for all staff meetings.

### **3. Next Steps:**

- (i) The Francis Report Working Group will continue to meet bi- monthly following the merger with Queen Elizabeth Hospital. Progress on the actions identified in gap analysis will continue and will be monitored by the Trust-wide group.
- (ii) Progress on action plans will be presented to the Integrated Governance Committee.
- (iii) The Organisational Development key leads will continue and progress the work with the values and behaviours workshops which will also be used to convey the main themes of learning the from the Francis Report.

The Group will provide quarterly reports on progress to the Integrated Governance Committee.

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November 16<sup>th</sup> 2013