

Many thanks to everyone who participated in the recent consultation regarding proposed changes to shifts within Secondary Care Division, Women's Division, Paediatrics and Community Hospitals, which was aimed at standardising shift patterns and ensuring adequate breaks. Your feedback has been really valuable in determining how best to achieve the improvements needed. As a result we have made a number of changes and included a number of measures to ensure the impact of these changes is positive, reflecting the different needs of our services and of individuals.

The decision has been taken to proceed with implementation in January 2020 to provide enough time to implement some of these measures, to test the exception reporting process and provide time for individual conversations to take place with your managers if needed. This also gives our teams time to build the rosters on a 12 week basis. We recognise the concerns raised by some colleagues who will be affected by these changes and will continue to work with staff groups and trade unions to ensure their smooth implementation.

The full response to the Consultation and Equality Impact Assessment are attached and will be published on the website later today. In addition, for absolute transparency, a report submitted to the Finance and Performance Committee will also be available on the website.

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Sue Green
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