

# Therapy Services Strategy Meeting Highlights (12.04.23)

Ewan welcomed everyone to the strategy group meeting and after covering the matters arising from the previous meeting continued to explain the theme of this strategy meeting was to introduce some of the work and ideas around **“Developing and supporting our Therapy Services workforce – all of our workforce are at the heart of our current & future ability to provide safe, sustainable and effective services”**.

First to present were Gemma James and Emily Gilberg who shared an **overview of the AHP workforce strategy for Newcastle Hospitals**, with particular focus on **recruitment and retention**. The presentation explored our priorities and objectives and shared key ways in which we have and continue to seek **engagement of our AHP workforce**. The key focus is on **progressing engagement and participation to achieve co-design and production** of our strategic approach and objectives moving forward.



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The Podiatry experience of WMTY Dec 22

Protected admin time  
Unrealistic time pressures  
Not enough staff

Staff survey results 2022  
Crowdsignal survey - Nov 22  
Away Day inc WMTY - Dec 22

What matters to you Pareto chart - Podiatry

More flexibility  
Stop access for low risk patients  
More autonomy  
Emotionally exhausting  
Reception cover at clinics

Nikki Coates, Head of Service for Podiatry hosted a **WMTY session in Dec 22**. The background was to explore reasons for low staff morale and an increasing challenge of recruitment and retention.

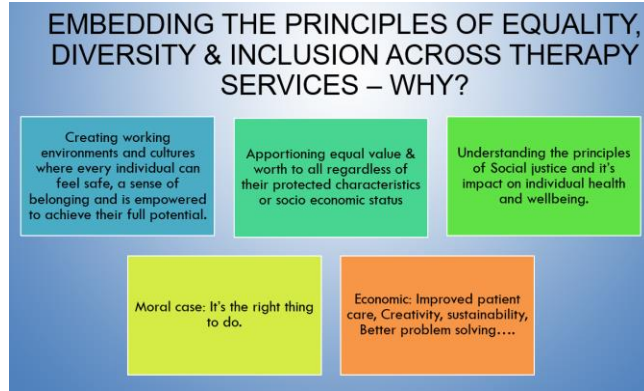
The WMTY team helped to structure and facilitate part of the day and outcomes have helped to shape themes and take forward 4 key workstreams. The challenge is going to be maintaining the momentum for improvement work with a reduced workforce, but the overall positive is that staff had the opportunity to speak up, feel listened to, and engage in service development.

Eileen Baker, Paediatric Dietetic Manager added that the dietetic administration team had also been undertaking some facilitated **‘What Matters to You’** sessions. Time away from the office had been extremely beneficial to help review how we work as a service, identify where we can implement simple improvements, and also consider wider changes, such as an increase in agile working.



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Odeth Richardson, Head of Occupational Therapy then presented on the importance of **Embedding equality, diversity and inclusion across therapy services** to create an environment in which minoritised staff feel supported and valued to enable them to fulfil their potential. Through three key areas of focus and understanding our roles in tackling population health and health inequalities we can all play a part in making positive change.



Carrie also explained that having been successful in our CEAF bid and awarded £2,000 Carrie has been liaising with Genee Consulting Ltd who have the contract for the hospital sites biodiversity plans. Excitingly our courtyard outside the kitchen/rest area and offices at FH has been selected by the SHINE team to pilot Greening the Grey, bringing biodiversity and colour to our slabs and stones patio area, increasing our budget to £4,000. Its only just beginning, so if you would like to be involved please contact Carrie [Carolyn.Miller2@nhs.net](mailto:Carolyn.Miller2@nhs.net)



Under our theme of Sustainability, Carrie then drew our attention to the **SHINE Newsletter and some initiatives around the trust:**

**Green News**  
[2845 Green News Spring 2023.pdf](#)

Produced by the SHINE team there are some great articles including the initiative to remove plastic cups at RP, Medicines waste reduction and Clean Air projects. There are also a number of resources available from the Shine: [Intranet > Support Services > Sustainability > Resources](#)

The next Strategy meeting is on Wednesday 24<sup>th</sup> May 2023 09.00-11.00am

