

Staff Council Decision & Action Log

Actions from the meeting held on 08 March 2022

Present: Tracy Hill, Interim Director of HR &OD
Barbara Bridle Jones, Deputy Director of HR
Tony Bennett, Chief Strategy Officer
Fiona Davies, Team Leader, Speech & Language Therapy Service (Joint Chair)
Isaiah Adediran, Adult Social Care
Ann Bayley, Flexible Staffing and Recruitment Manager
Gillian Davies, Podiatry
Judy Fairbairn, Sexual Health Service
John Haycocks, Care Navigator, Adult Social Care
Alison Hughes, Director of Corporate Affairs
Val McGee, Chief Operating Officer
Di Moore, Staff Side Rep
Neil Perris, Head of Inclusion & Equalities
Pete Thomas, IT Service Manager
Ken Walker, Graphic Designer (Comms and Marketing)
Simone Williams, Management Accountant
Jane Williamson, Community & Specialist Nursing Manager

Minute taker: Laura Kennedy, Senior Assistant

Apologies: Jo Shepherd, Director of HR & OD (Joint Chair)
Fiona Campbell, 0-19 School Nursing Service, Cheshire East
Jo Chwalko, Deputy Chief Operating Officer
Nick Cross, Medical Director
Paula Downie, Health Visitor
Fiona Fleming, Head of Communications and Marketing
Mark Greatrex, Chief Finance Officer / Deputy Chief Executive
Patricia Hearn, Care Navigator, Adult Social Care
Karen Howell, Chief Executive

Alison Jones, Quality & Governance Manager
Claire Parry, Care Navigator
Paula Simpson, Chief Nurse
George Taylor, Staff Governor and Physiotherapist

Agenda Item	Decision/Outcome	Action	Lead	Due Date	Status
Introductions / Apologies for Absence	The apologies for the meeting were noted.	No actions.			
Decision and action log of previous meeting – 9 November 2022	The group reviewed the decision and action log from 9 November 2022 and agreed it as an accurate record.	No actions.			
Inclusion & Health Inequalities Strategy on a page – Priorities for the coming year	<p>N.Perris attended to present the Inclusion and Health Inequalities Strategy on a page. The following points were noted:</p> <ul style="list-style-type: none"> • Strategy going to Informal Board on 9 March • Key objectives and ambitions were noted inc removing barriers to access, focus on exemplary care and improving outcomes for everyone <p>In discussion it was noted that external organisation / system inequality links needed including and links to other organisational strategies needed strengthening</p>	No actions			
LGBT+ patient and service user survey	The group noted that the LGBT+ patient and service user survey was part of a quality process to ensure good patient experience for service users and patients. The group noted the survey could be found on Staffzone and	No actions			

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	they should encourage patients to complete the survey. In discussion it was noted that young people may need additional resources and support – N.Perris noted that signposting to The Hive, Mermaids and Sahar House would provide the service user with more information. J.Fairburn noted that there was also a poster that could be displayed too.				
Situation in Ukraine – will the NHS Support	The group noted that cyber security work had taken place to secure IT systems locally and nationally. T. Bennett noted that due diligence had taken place in relation to cyber security. T. Hill noted that support would be in place for all staff inc the wellbeing tools already in place. A.Hughes asked the group to read the email to all staff sent by K.Howell which provided support to all staff. It was noted that local organisations could not take anymore donations due to logistics of getting them to people who needed them – a contribution could be made to the Disaster Emergency Fund if they wanted to make a difference.				No actions
Bee friendly/ calm garden / be friendly bench etc	The group noted that discussions had taken place regarding staff wellbeing areas such as bee gardens and benches. It was agreed that garden centres could be approached for donations (declaration of donation forms to be completed) and bring a bloom day could be advertised when appropriate. The spaces need to be across the whole estate so conversations would need to take place with				No actions

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	sites that are rented or leasehold. T.Bennett noted the positive link to the social value work taking place.				
Blue Monday - Brew Monday Feedback	The group noted that feedback from the blue Monday event had been positive and the group recommended doing it again next year.	No actions			
Cervical cancer awareness day - Time to test	The group noted the low uptake nationally to attend cervical screenings following the pandemic – could the staff being encouraged to attend? TH agreed that it was in the policy that staff should be allowed time off for appointments. BBJ encouraged active promotion of attending cervical cancer tests. N.Perris requested no gender language was used when promoting it.	No actions			
Staff Facebook page	The group noted that the staff Facebook page should be promoted more as it was a great tool to engage with staff	Promote staff Facebook page and post about staff council on Facebook page	F. Davies	18 May 2022	
Mask wearing – dealing with patient non-compliance	The group noted that guidance hadn't changed for mask wearing in NHS sites. Staff were encouraged to ask patients to wear masks but not challenge them. It was noted that patients may think signposting re masks is old – could someone be at the front door to encourage mask wearing. G.Davies noted that people with a latex allergy were confused as some mask boxes said latex free and	Investigate supply of latex free masks	A.Hughes	18 May 2022	08/03 – A.Hughes investigated the supply of latex free gloves and there was no supply issue –

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	some didn't. A.Hughes agreed to follow this up.					procurement asked staff to specifically request latex free boxes
Staff Recognition Awards	The staff recognition awards had been relaunched and details could be found on staffzone. The main difference was staff were all able to vote for the nominees. Shout outs and monthly standout (formally employee of the month) were also in place as staff recognition schemes	All to promote staff recognition awards, shout outs and monthly standouts	All	18 May 2022		
Items for the risk register	There were no items for the risk register.	No actions.				
Key Messages	Key messages from the meeting were identified and as usual FF would publish these in the daily briefing communication.	No actions.				
Future Agenda Items	No future agenda items were suggested at the meeting.	No actions				
Any Other Business	The following items of business were raised: Bank holiday – been added to ESR already for all staff. It was noted that birthday leave was a one off occurrence to talk staff for their support during the pandemic. Recycling – staff had raised that there were no recycling bins – the group were advised that recycling was done offsite so staff didn't need to individually recycle.	No actions.				
Date and Time of Next Meeting: Thursday 18 May 2022 at 2:30pm on MS Teams						