

The Shrewsbury and Telford Hospital NHS Trust

Trust Board – 31 March 2011

Leadership and Improvement Academies – Strategic Partnership Agreement

Executive Lead	Ashley Fraser, Interim Medical Director
Authors/Signatories	Colonel Roger McBroom, 202 (Midlands) Field Hospital Adam Cairns, Chief Executive Officer, SaTH
Corporate Objective	CO3 Supporting and developing our workforce in a learning organisation
Goal	Implementing an integrated Leadership Strategy to drive improvements in quality, innovation and staff engagement.
Executive Summary	<p>The Trust is committed to developing supporting frameworks for leadership development and improvement which act as enablers for clinical leaders and staff to deliver improved services to patients. These are designed to be sustainable long term infrastructures which are able to respond to changing clinical needs.</p> <p>This paper presents a strategic partnership agreement with 202 (Midlands) Field Hospital for formal agreement and signature.</p> <p>Key partnership activities will include TA contribution to Trust training and development events, together with opportunities for clinical staff at all levels to learn from experienced TA clinical staff and operations.</p> <p>This partnership will form part of the Trust's Leadership Academy programme which will be launched formally to all staff later in 2011 in conjunction with healthcare and academic partners.</p>
Recommendations	<p>Trust Board is asked to:</p> <ul style="list-style-type: none"> • APPROVE the proposed strategic partnership with the 202 (Midlands) Field Hospital.

Contribution to Inspection, Registration, Performance and Delivery

Risks and Assurance	The Improvement and Leadership Academies will support leaders to identify and reduce risks
Contribution to Key Performance Indicators	The implementation of the Academies is a key element of Devolution and Co-operation
Compliance with Clinical and other Governance Requirements	

Impact Assessment

Quality	The development of the Leadership and Improvement Academies is a key Foundation for the Trust
Financial	A financial model for the long-term sustainability of the Academies is being developed
Workforce	The Academies will support Clinical Leaders and staff at all levels to deliver improved services to our patients
Legislation and Policy	
Equality and Diversity	The operation of the Academies will be subject to an Equality Impact Assessment. No detriment to any target group is anticipated and benefits to all staff are envisaged.
Communication and Marketing	A communications plan will be developed with the Communications Department

Engagement and Decision-Making Process

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Memorandum of Understanding

202 (Midlands) Field Hospital

and

Shrewsbury and Telford Hospital NHS Trust

Collaborating to improve patient outcomes

MEMORANDUM OF UNDERSTANDING

BETWEEN

202 (MIDLANDS) FIELD HOSPITAL

AND

SHREWSBURY AND TELFORD HOSPITAL NHS TRUST

Introduction

1. This Memorandum of Understanding (MoU) is an agreement between 202 (Midlands) Field Hospital (202 Fd Hosp) and Shrewsbury and Telford Hospital NHS Trust (SaTH). It is intended to provide a framework to guide collaborative working between the two organisations in the interests of our prospective patient groups. This MoU does not place additional responsibility on either party, nor does it imply any transfer of responsibility from one to the other or sharing of statutory obligations.

Aim

2. The aim of this MoU is to enable 202 Fd Hosp and SaTH to share best practice in hospital care and associated operational services by undertaking joint training and mutual support activities in order to improve patient outcomes.

202 Fd Hosp

3. **General Officer Commanding Theatre Troops (our 'Two up') Intent.** Optimise force preparation for Afghanistan.

4. **Commander 2nd Medical Brigade (our 'One Up') Intent.** A Brigade fully prepared to support operations in Afghanistan and contingency operations when tasked.

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5. **Our Vision.** A Unit that is fully manned by highly motivated and skilled people able to deploy on Operation HERRICK 19b (Afghanistan, January – March 2014) to deliver the highest standards of hospital based care.

6. **Our Main Effort.** Recruitment of sufficient motivated personnel to achieve 100% manning of the Unit establishment table.

7. **Our Key Objectives:**

- Be prepared to provide force elements to operations as required.
- Maintain a continuing focus on recruitment as directed by HQ 2 Medical Brigade.
- Exploit all opportunities, as and when available, and within resources, to undertake development of individual personnel.
- Provide support to recruiting and the Firm Base, within means, to Regional Brigades.
- Develop and maintain links with local NHS Trusts for mutual benefit.
- Conduct foundation level individual and collective training to ensure appropriate training and development of unit teams.
- Be prepared to provide personnel to support 207 Field Hospital's HOSPEX (Hospital Training Exercise).
- Be prepared to provide personnel to support 208 Field Hospital's HOSPEX (Hospital Training Exercise).
- Undertake any other tasks as directed by HQ 2 Medical Brigade.

The Shrewsbury & Telford Hospital NHS Trust

8. **NHS West Midlands Intent** (Vision from 'Investing for Health'). Work with patients, staff, carers and partner organisations and the public to provide a service that 'adds years to life and life to years'.

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9. SaTH Intent - Putting Patients First

Our Vision : To be ambitious about changing healthcare for the better

Our Mission: To improve the health and well-being of our patients

11. Our Strategic Objectives:

- **Invest in Quality** - we will generate surpluses to reinvest in quality
- **Patients, GPs & Commissioners** - we will insist on the best service to our patients, GPs and commissioners
- **Quality & Safety** - we will provide the right care and do no harm
- **Learning & Growth** - we will change and improve

Objectives of the Collaboration

12. The agreed joint objectives of this collaboration are as follows:

- We agree to work together to achieve the aim of this collaboration.
- We will seek opportunities to share education and training facilities and processes, identify common approaches to training and development and the sharing of expertise.
- We will share relevant information by working together on best practice in areas such as clinical and general individual and team leadership development.
- We will jointly promote the benefits of Service with the Reserve Forces, and in particular with 202 Fd Hosp.
- We will seek out other novel and innovative ways to support each other.
- We will produce a joint effective and on-going communications strategy to ensure clear understanding of this collaboration and the benefits we hope to realise for staff, the public and other key stakeholders.
- We will work in partnership to respond effectively to national developments affecting the key areas of interest.

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- We agree to undertake formal 6-monthly reviews of the progress towards achieving the aim and objectives of the MoU.

Openness and Confidentiality

13. For these arrangements to be effective, they rely on mutual respect for the confidentiality and sensitivity of information exchanged. Therefore, neither party will disclose unpublished information to third parties without the authority of the administration that originally provided the information, subject to statutory requirements and other relevant obligations.

Review

14. The MoU will be reviewed annually, taking into account any pertinent changes to policies, procedures and structures of the parties concerned.

Signed.....

Signed.....

Date.....

Date.....

Colonel Roger McBroom
Commanding Officer

Adam Cairns
Chief Executive

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