

Tuesday 17 February 2009
Update for Overview and Scrutiny Committee
Chief Executive, Fiona Wise

The Trust is continuing discussions with its staff about its plans to reduce expenditure by £32m in 2009/10. The Trust has currently identified about £16m savings.

I would like to reassure the Committee that in developing any plans to save money we are committed to ensuring safe and high quality services for our patients.

The Trust is planning to make some of the savings by looking at the way it provides its services and finding more efficient ways of treating patients. As pay accounts for a large proportion of the Trust's costs we have been looking at making some changes to our workforce.

A meeting was held with Joint Staff Side Committee on Wednesday 11 February. Although this was interrupted by the fire which occurred on that day, we presented a paper outlining key proposed changes to the workforce as a result of our initial saving plans.

The Trust has so far identified 35 posts which will be disestablished and currently have staff members in them (actual people affected). This number cannot be confirmed until after the consultation period with staff and the Trust will be seeking redeployment where it can in these cases to minimise the number of redundancies.

The rest of the savings from the pay budget will be made as listed below.

- Vacancies or posts subject to natural turnover (e.g. retirement). This equates to 80 posts.
- Potential transfers to other organisations as a result of service change and services moving to the community. This equates to about 120 posts.
- Decreasing additional payments and spending on temporary/agency staff. For example, making better use of our theatres and staffing so that planned operations can be done within normal working hours avoiding premium rates of pay and introducing electronic staff rostering. This equates to 70 'notional' posts.

In total these changes are equivalent, in cost terms, to 270 posts, but they do not affect actual people and are not redundancies.

We have not identified all the savings required and will be continuing to look at ways of changing the way we work to become more efficient. This may include making further changes to the workforce. In terms of timescale we have started formal consultation with staff who are directly affected.

Chief Executive, Fiona Wise