

MIDCENTRAL DISTRICT HEALTHBOARD

**Minutes of the Clinical Council meeting held on Wednesday 2
September 2020 at 5.15pm, Board Room, Palmerston North
Hospital**

CLINICAL COUNCIL MEMBERS PRESENT

Dr Simon Allan (Chair)
Gail Munro (ex-officio)
Raeleen Toia
Don Baken
Sophie Loveridge
Nicola Pereria
Garry Forgeson
Dr Nader Fattah
Celetia Williams
Fiona Bradley

IN ATTENDANCE

- Judith Catherwood, General Manager, Quality and Innovation
- Keyur Anjaria, General Manager, People and Culture
- Chiquita Hansen, CE, THINK Hauora
- Kylie Faas, General Manager, Knowledge & Insights, THINK Hauora
- Jodie Hickey, Committee Administrator

1. APOLOGIES

- Apologies were received from Council Members, Jane Ayling and Tim Dunn

2. NOTIFICATION OF LATE ITEMS

None received

3. CONFLICT AND/OR REGISTER OF INTEREST

None received

4. STAFF ENGAGEMENT SURVEY

Keyur Anjaria, General Manager, People and Culture attended to present the results of the 2020 Staff engagement survey. The number of staff who engaged in the survey has risen compared to the 2018 Staff engagement survey.

A positive is the overall score for people that have witnessed/experience bullying and harassment has decreased.
Activity is under way to develop a leadership programme for middle management roles, and a rewards committee has been formed to recognise achievements and hard work within MidCentral DHB.

It was raised that there is belief in the workforce that the survey is not confidential and that the questions at the end of the survey can be used to identify people. Keyur advised that a report cannot be generated for a specific area if there is under 5 participants. Paper copies of the survey were also distributed for those who were concerned about the confidentiality.

It was suggested that there should be more questions regarding the organisation as well as specific areas, participants may like the area they work in but not so much the organisation as a whole.

MidCentral DHB survey results were close to the benchmarks set by the other DHBs.

The highly unusual context of a global pandemic response, with lock down affecting our region, was noted as a possible confounder when comparing the outcomes with those of 2018.

The ability to work from home might have attributed to some of the positive results and it's important to maintain these positives going forward.

Engagement action plans will be developed between now and November on easily achievable goals by team/cluster.

All managers have access to dash boards so they are able to drill down on information. Any questions can be directed to Connie Roos, Organisational Development Business Partner.

It was suggested that there be more collaboration with Primary health care. Chiquita Hansen, CE THINK Hauora mentioned that the board and senior team are considering not doing their annual survey.

The survey will be widely circulated via managers, staff forum and posters which will also let the public know the results.

Dr Forgeson pointed out that the results were from a limited number of people therefore the results needed to be carefully considered with that in mind

It was noted that there was a theme in the top 5 most unfavourable outcomes relating to fear of blame. This negative cultural mind-set presents an improvement opportunity that the Clinical Council should explore with staff

It was suggested that the Clinical Council have a presence at the staff forum and to include information on the survey in the sound bite.

It was recommended that:

Jodie Hickey, Council administrator to send staff forum meeting time and date for the staff forum to Simon Allan who will attend if available.

Jodie Hickey, Council administrator to work with Simon Allan to have sound bite sent out that includes a snip on the staff survey.

Keyur Anjaria, General Manager, People and Culture and Chiquita Hansen, CE, THINK Hauora to work together to determine how results between public and primary health can be compared/amalgamated.

5. PRIMARY CARE

Chiquita Hansen, CE THINK Hauora acknowledged the primary health network and their response to Covid 19. She also made a mention to the primary healthcare Nursing MECA and advised that the primary healthcare nurses, Maori providers and NGO's are paid 10 % less than those within the DHB and will be having their first strike the following day.

Chiquita demonstrated a film about the Annual work plan and the difference aspects included in it. The work plan is developed around the concept of WEAVING.

A focus is to keep people well to avoid hospital visits where possible. There was a Health round table integrated care group with representation from primary and currently finding secondary representation. Terms of Reference for this work are currently being developed. Simon Allan advised that Clinical Council are keen to be a part of this group and helping drive it.

Chiquita noted that THINK Hauora and the DHB are currently developing the memoranda of understanding for shared data, once developed access can be given to Clinical Council members to access to the dashboard currently being developed. Multiple filters allow different views across districts, ages, gender, ethnicity, different medical conditions and community service card holders. The program will also allow the monitoring of providers, how claims are trending and the budget line.

Chiquita advised that the Clinical Councils support is required within the digital space. DHB data and primary health data needs to be linked up to allow greater data sharing.

Chiquita would also like the help in Co-designing the system level measures.

It was recommended that:

Chiquita Hansen, CE THINK Hauora to send PowerPoint to Jodie Hickey, Council Administrator to send out to members.

6. CLINICAL COUNCIL 360 APPRAISAL

Simon Allan, Clinical Council Chair gave an overview of appraisal results, a lot of work to be done around visibility of the Council and getting the Council out in the clinical community.

It was suggested that the next Clinical Council meeting be dedicated to action planning the survey results and working towards boosting the Clinical Council profile and defining the roles of the Clinical Council members. Judith advised that Kath Cook, MidCentral DHB CEO, has offered both Councils resources to deliver a work programme based on their goals, and recommends this could also be looked at during the next meeting.

Sophie advised she would like to meet the OLT and discuss shared goals and objectives.

It was recommended that:

Jodie Hickey, Council Administrator to work on Council visibility on the intranet and internet.

Jodie Hickey, Council Administrator to organise OLT members to attend a meeting for an introduction.

Simon Allan, Clinical Council Chair to send out questions to stimulate thinking for next Clinical council meeting.

7. PANE REPORT

Noted

8. MINUTES

- That the minutes of the previous Clinical Council meeting August 5 2020 were **approved** as true and correct.

8. DATE OF NEXT MEETING

Clinical Council meeting
Wednesday 7 October
Room

Meeting Closed at 7.15pm