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Our Ref: TP/NR/PB

11 June 2013

Prof Alan Walker  
Chair of Sheffield Fairness Commission  
Policy, Partnership & Research  
Room 302  
Town Hall  
Pinstone Street  
Sheffield  
S1 2HH

Dear Alan

## **Re: STH Response - Sheffield Fairness Commission Report**

My apologies for the delay in responding to your letter of 15 February 2013. Our Executive Team have been studying this carefully before providing this response, which I will be taking to our July Board of Directors for their comment and approval, so please consider it interim at this stage.

STH very much welcomes the Fairness Commission report both as an important contribution to promoting health and wellbeing within the city and because it aligns well with the Trust's strategy "Making a Difference". This is evident in terms of both the Trust's mission statement and its 5 aims which are set out below:

- Deliver the best clinical outcomes
- Provide patient centred services
- Employ caring and cared for staff
- Spend public money wisely
- Deliver excellent research, education and innovation



In hospital and in the community

**proud to make a difference**

In terms of implementing the specific recommendations, about which I will say more below, the Trust believes that this is best done by encompassing them within our strategy. I am confident that there is a good alignment between the Fairness Commission recommendations and the strategy such that this will be a highly effective way of embedding them in a sustainable way.

Turning to the specific recommendations in the Health and Wellbeing for All chapter, I would comment as follows:

- Health and Wellbeing Board (HWB) – we believe it is essential to pursue a holistic approach to wellbeing in the city. Whilst STH is not a member of the HWB, I would encourage the HWB to actively seek out and listen to the views of the major providers/employers in the city.
- Health inequalities assessment - STH has developed a means of doing these which is dynamic and aligned to our strategy rather than overly bureaucratic and legalistic. We would be happy to share this with partners and indeed to learn from the approaches they have adopted.
- Women's Health - the Board received a presentation on maternity services at its last meeting. The challenge of meeting the needs of troubled families was very evident and the Trust would welcome even greater multi agency working to meet the needs of these families.
- Increasing primary and community care - this is a critical issue in the transformation of health and social care as set out in the Right First Time Programme. It is also about targeting all resources, including existing resources, where the health need is greatest and developing our capability and capacity to deliver tangible improvements. These are difficult issues but the gains to be made are considerable.
- The physical health care of people with mental health problems - the Trust is keen to pursue this issue in conjunction with the Health and Social Care Trust both in relation to dementia and those people with severe and enduring mental health needs.

In relation to the recommendation concerning a living wage, the Trust has carefully considered this recommendation and has previously discussed the concept of the living wage at our Finance and Performance Committee (FPC) which is a sub committee of the Board of Directors and more recently at a Trust Executive Group (TEG) meeting. We employ a very small number of staff on a starting salary below the Living Wage of £7.45 and after one year's service they will receive an incremental pay progression taking them above the Living Wage. The conclusion therefore of both the FPC and TEG is that it is not appropriate or necessary to formally adopt the Living Wage for STHFT.

I hope these comments are helpful and the Trust looks forward to playing its part, in conjunction with our partners in the city, in the successful implementation of the directional concepts set out in the Sheffield Fairness Commission report.

Yours sincerely

Tony Pedder  
**Chairman**