



BOARD OF DIRECTORS (Open)

Date: 10th July 2019

09

TITLE OF PAPER	Clinical Excellence Awards Annual Report 2018/2019 (2018 Award Round)
TO BE PRESENTED BY	Dr Mike Hunter, Executive Medical Director
ACTION REQUIRED	Board is required to receive the attached report for Information and approval for placing on the Trust's website.

OUTCOME	Board are informed of the Awards.
TIMETABLE FOR DECISION	Trust Board July 2019
LINKS TO OTHER KEY REPORTS / DECISIONS	Trust Gender Pay Gap Reports
STRATEGIC AIM & OBJECTIVE	Strategic Aim: People Strategic Objective: Revamp and Improve Our Approach To Recruitment and Retention.
BAF RISK NUMBER & DESCRIPTION	BAF Risk Number: A203 BAF Risk Description: Insufficient Skills and systems in place to enable transformation of recruitment within the Trust.
LINKS TO NHS CONSTITUTION & OTHER RELEVANT FRAMEWORKS, RISK, OUTCOMES ETC	Local Clinical Excellence Awards Guidance 2018-21 (England).
IMPLICATIONS FOR SERVICE DELIVERY AND FINANCIAL IMPACT	Financed in Annual Plan.
CONSIDERATION OF LEGAL ISSUES	Equality Act 2010

Author of Report	Liz Johnson
Designation	Head of Equality and Inclusion
Date of Report	5 th July 2019

SUMMARY REPORT

Report to: Board of Directors

Date: 10th July 2019

Subject: Clinical Excellence Awards Annual Report 2018/2019 (2018 Award Round)

Author: Liz Johnson, Head of Equality and Inclusion

1. Purpose

<i>For approval</i>	<i>For a collective decision</i>	<i>To report progress</i>	<i>To seek input from</i>	<i>For information</i>	<i>Other (Please state below)</i>
				✓	

Board is asked to receive the Trust's Annual Local Clinical Excellence Awards (LCEAs) report. This report is for the LCEAs round that took place in February 2019 (this round was for 2018/19). The report is provided in line with the Local Clinical Excellence Awards Guidance 2018-21 (England). Guidance states that the information in this report should be made available on the trust website, after it has been considered by the Board.

2. Summary

Background

The Local Clinical Excellence Awards Guidance 2018-21 (England) states that Local Clinical Excellence Awards:

'recognise and reward NHS consultants in England who perform over and above the standard expected of their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions'.

To be considered for an award, eligible doctors must demonstrate achievements in developing and delivering high-quality patient care and commitment to the continuous improvement of the NHS.'

The 2018-21 guidance requires organisations to share an annual report with trust board, the report must contain the following information and information to support including the following information:

- The number of consultants eligible for a LCEAs
- The number of awards granted. The number of award holders
- The total spend on performance awards including that spent on existing LCEAs.

Guidance also expects trust to report by protected characteristic so that they can ensure that they are meeting the public-sector equality duty in relation to LCEA rounds, in particular the guidance suggests that trust review where groups who share protected characteristics may be:

- not applying for awards
- struggling to gather appropriate evidence to support their applications
- not being successful in their applications or are being awarded fewer or lower value awards.

Where trusts identify differentials in rates amendments can be made to LCEA rounds to redress these.

Trusts are also expected to make this report available on the trust website including and to make available a list of successful applicants and the value of award gained via the trust intranet.

Trust Annual Report 2018

Distribution of Awards

- The number of applicants for an award 2018

Number eligible for consideration 38 Number of applicants 12	Number of awards allocated 12
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- **The amount available for investment and the amount invested.**

The Trust is obliged to award a minimum of 0.3 Clinical Excellence Awards per eligible Consultant. 38 multiplied by 0.3 = 11.4. There was a 0.6 award to carry over from 2016/17 CEA Awards. This equates to a total of 12 points being available.

The amount available for investment was **£36,192** the amount invested was **£36,192**.

The total amount invested in CEA following the 2018 award is **£418,381**

- **Appeals**

Received	0
Upheld	n/a
Rejected.	n/a

- **The Number of Consultants Eligible for Consideration**

Consultants in academic posts eligible for consideration	0								
Female consultants eligible for consideration	18								
Consultants from ethnic minorities eligible for consideration	12								
The age ranges of consultants eligible for consideration	<table border="1"> <thead> <tr> <th>Age 30 - 40</th> <th>Age 41 - 50</th> <th>Age 51 - 60</th> <th>Age 60 +</th> </tr> </thead> <tbody> <tr> <td>7</td> <td>19</td> <td>9</td> <td>3</td> </tr> </tbody> </table>	Age 30 - 40	Age 41 - 50	Age 51 - 60	Age 60 +	7	19	9	3
Age 30 - 40	Age 41 - 50	Age 51 - 60	Age 60 +						
7	19	9	3						
Full-time / part-time status eligible for consideration	Part Time 9 Full Time 29								

- **The number of awards allocated**

Consultants in academic posts (where applicable) - awards allocated	0								
Female consultants - award holders	7								
Consultants from ethnic minorities - awards allocated	4								
The age range of consultants - awards allocated	<table border="1"> <thead> <tr> <th>Age 30 - 40</th> <th>Age 41 - 50</th> <th>Age 51 - 60</th> <th>Age 60 +</th> </tr> </thead> <tbody> <tr> <td>2</td> <td>7</td> <td>3</td> <td>0</td> </tr> </tbody> </table>	Age 30 - 40	Age 41 - 50	Age 51 - 60	Age 60 +	2	7	3	0
Age 30 - 40	Age 41 - 50	Age 51 - 60	Age 60 +						
2	7	3	0						
Full-time / Part-time status – awards allocated	Part Time 2 Full Time 10								

Information is also reviewed on the following protected characteristics but is not published in this report due to the small numbers involved.

- Married/ Civil Partnership
- Sexual orientation
- Religion
- Disability

3. Next Steps

The report will be uploaded to the Trust's website following Board approval.

4. Required Actions

Board is asked to note this report and approve for placing on the Trust's website.

5. Monitoring Arrangements

Through the Workforce and OD Committee

6. Contact Details

Liz Johnson, Head of Equality and Inclusion

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