

Board of Directors – Public

Date: 10th March 2021

Item Ref: 19

TITLE OF PAPER	Local Clinical Excellence Awards Annual Report - 2019 Award Round
TO BE PRESENTED BY	Dr Mike Hunter, Executive Medical Director
ACTION REQUIRED	Board are asked to receive this report to be assured of compliance with section 1.12 of the Local Clinical Excellence Awards Guidance 2018-21 and that investment on LCEAs meet the requirements of Schedule 30 of the Terms and Conditions – Consultants (England) 2003 (Ref S.5.20 of the above guidance).
OUTCOME	Board is assured of compliance with the Local Clinical Excellence Awards Guidance 2018-21 and assurance that equity of access to awards has been considered.
TIMETABLE FOR DECISION	March 2021
LINKS TO OTHER KEY REPORTS / DECISIONS	Trust Gender Pay Gap Reports 2017 onwards.
STRATEGIC AIM STRATEGIC OBJECTIVE BAF RISK NUMBER & DESCRIPTION	Strategic Aims: Deliver outstanding care; Create a great place to work; Improve our use of resources Strategic Priority: Transformation: changing things that will make a difference BAF Risk Number: 0005 BAF Risk Description: There is a risk that the Trust fails to deliver its People Strategy which could result in a failure to prioritise health and wellbeing, recruit and retain the right staff with the right skills, deliver and implement effective transformation of the workforce, develop a new approach to leadership and culture with equal opportunity for growth and development. This could impact on staff morale and engagement, sickness absence levels, recruitment and retention, quality of care and service user satisfaction rates.
LINKS TO NHS CONSTITUTION /OTHER RELEVANT FRAMEWORKS, RISK, OUTCOMES ETC	Local Clinical Excellence Awards Guidance 2018-21 (England)
IMPLICATIONS FOR SERVICE DELIVERY & FINANCIAL IMPACT	No

CONSIDERATION OF LEGAL ISSUES	S.149 of the Equality Act (2010) – The Public Sector Equality Duty
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Author of Report	Maria Jessop
Designation	HR Business Partner
Date of Report	January 2021

Summary Report

1. Purpose

For approval	For assurance	For collective decision	To seek input	To report progress	For information	Other (Please state)
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Board are asked to receive the Trust Annual Local Clinical Excellence Awards (LCEAs) report for the 2019 LCEA round (2019/20). Board are asked to receive this report to be assured of compliance with section 1.12 of the Local Clinical Excellence Awards Guidance 2018-21 (England) and be assured that investment on LCEAs meets the requirements of Schedule 30 of the Terms and Conditions Consultants (England) 2003 as referenced (s.5.20) in the guidance. This report will be made available to the public through publication on the Trust website, after it has been considered by the Board in line with s.12 of the guidance.

2. Summary

Background

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.'

Under this guidance we are required to produce an annual report, to be shared with the Trust Board and Joint Local Negotiating Committee (JLNC). After consideration by the Board and the JLNC, the report content will be available on the trust website.

This report provides the following information in line with the guidance;

- 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.

Information on:

- Consultants in academic posts
- Women consultants
- Consultants from ethnic minorities
- The age ranges of Consultants
- Full-time / part-time status of Consultants

The report does not include information on any other protected characteristic (Equality Act 2010) due to the small numbers involved. Providing information on the above areas supports our organisation to meet the Public-Sector Equality Duty (s149 Equality Act 2010) the guidance expects that we 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. Our Local Clinical Excellence Awards Trust Policy includes reference to these requirements.

LOCAL CLINICAL EXCELLENCE AWARDS 2019

Number of eligible applicants for an award 2019

Number of Consultants eligible for consideration **37**

Number of awards **11.1**; Number of applicants **4**

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. $37 \text{ multiplied by } 0.3 = 11.1$. This equates to a total of **11.1** points being available.

The amount available for investment was **£34,321**

The amount invested was **£15,460** (5 awards to 4 applicants, with top scoring applicant awarded 2 awards)

6.1 awards were carried over.

Appeals

Received 0

Upheld N/A

Rejected N/A

Award Details

- Consultants in academic posts **0**

Women		
	Women	Men
Eligible	17	20
Awarded	2	2
	12%	10%
Consultants from Ethnic Minorities		
	BME	Other
Eligible	14	23
Awarded	3	1
	21%	4%

Age		
	Eligible	Awards
30 - 40	6	0
41 - 50	18	3
51 - 60	9	1
60 +	4	0
Full and Part Time		
	Full Time	Part Time
Eligible	25	12
Awarded	4	0
	16%	0%

All applicants worked full time in this round

3. Next Steps

Board are asked to receive the Trust Annual Local Clinical Excellence Awards (LCEAs) report for the 2019 LCEA round (2019/20). Board are asked to be assured of compliance with section 1.12 of the Local Clinical Excellence Awards Guidance 2018-21 (England).

We will continue to engage with under-represented Consultants, including focussed workshops and advice with completion of applications.

4. Required Actions

Board are asked to agree the figures in this report for publication.

5. Monitoring Arrangements

Local Clinical Excellence Awards Committee

6. Contact Details

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