














Action:	Current BRAG Rating	Recommended BRAG Rating
1. Leadership 1.2.1 Revise our Divisional structure - moving to 5 divisions with Clinical Director accountability, supported by General Manager and Head of Nursing/ Midwife (CD-led triumvirate)	Green Completed 31/12/2015	Blue
Detail:		
<p>Chief Operating Officer reviewed the clinical divisional structure October and November 2015. Drafted revised Divisional structure; consulted with Executive Team and presented to Board December 2015. Letters of Incorporation of new Divisions sent January 2106. Senior Leadership posts appointed to January – March 2016.</p> <p>May 2016 - the action is embedded with the five Clinical Divisions senior management teams, HR Business Partners and Finance & Performance Managers meeting monthly with the Chief Operating Officer and other Executives to review the Divisions performance.</p>		
Evidence:		
Divisional Reconfiguration Dec 2015	 1.2.1 Divisional Reconfiguration Dec :	
Email DCG Lead Interviews 28 th January 2016	 1.2.1 Email DCG Lead Interviews 28th	
Email DCG Lead Interviews 21 st January 2016	 1.2.1 Email DCG lead Interviews Thursday	
Email and copy of Revised Letter of Incorporation – Medicine Final 26Jan15	 1.2.1 Email High Importance Revised L  1.2.1 Revised Letter of Incorporation - Div	
Email and copy of Revised Letter of Incorporation – Urgent & Emergency Care Final 26Jan15	 1.2.1 Divisional Letter of Incorporatic	
Email and copy of Revised Letter of Incorporation – Surgery Final 26Jan15	 1.2.1 Email High Importance Revised L  1.2.1 Revised Letter of Incorporation - Sur	
Email and copy of Revised Letter of Incorporation – Women and Children’s	 1.2.1 Divisional Letter of Incorporatic	

<p>Email and copy of Revised Letter of Incorporation – Diagnostics and Rehabilitation</p>	 1.2.1 Divisional Letter of Incorporatic		
<p>Email from Chief Operating Officer 5.1.16 to all staff informing the appointment of senior operational manager positions to provide management and clinical leadership within the revised 5 clinical divisions.</p>	 1.2.1 Email - New appointments to the (
<p>Email announcing appointment to senior leadership positions to provide leadership and support to the Divisions January 2016</p>	 1.2.1 Email New colleagues in the Trus		
<p>E Communication announcing appointment of Divisional Lead Nurse Surgery, March 2016</p>	 1.2.1 E Comms Re Announcement of Div		
<p>The 5 Clinical Divisions senior management teams attend monthly Performance Review meetings.</p>	Evidence available under 1.3.1		
<p>On-going monitoring arrangements:</p>			
<ul style="list-style-type: none"> • Performance management review 			
<p>Executive Director Responsible:</p>	<p>Interim Chief Executive Officer Peter Herring</p>	<p>Responsible Assurance Committee:</p>	<p>Trust Board</p>