

Trust Board of Directors – May 2025 (Public)

Chief Executive's Report

Purpose of the Report

This paper provides an update on current local issues and national policy developments since the last meeting. The details below are drawn from a variety of sources, including local meetings and information published by NHS England (NHSE), NHS Providers, the NHS Confederation, and the Care Quality Commission (CQC).

Analysis of the issue

National Developments

NHS Performance Assessment Framework (NPAF)

NHS England is seeking views on the proposed NHS Performance Assessment Framework (NPAF) in a consultation that closes on 30 May 2025, the Trust will be providing a response. A final version of the framework is expected later in 2025.

This one-year framework is designed to ensure that health services are effective, efficient, and centred around the needs of patients and communities. The segmentation approach will provide a transparent view of performance across the NHS, forming the basis for how NHS England works with integrated care boards (ICBs) and providers (NHS trusts and NHS foundation trusts).

NHS England's approach to assessment is designed to evaluate and improve the performance of ICBs and NHS trusts and foundation trusts to help ensure that health services are effective, efficient, and patient-centred while supporting continuous improvement.

Further information can be found here: [NHS Performance Assessment Framework - proposed approach and methodology - NHS England - Citizen Space](#)

NHS Very Senior Managers pay framework

NHSE have released a pay framework for very senior managers (VSM), designed to support the NHS in securing the best senior leaders, with the right skills and experience, to deliver exceptional care and services for patients and their local communities.

The framework applies to all NHS Provider Trusts and integrated care boards (ICBs) and seeks to strengthen the link between reward and performance outcomes, increase transparency and offer flexibility to attract talented candidates to the most challenging roles.

The VSM pay framework has been jointly produced by NHS England and the Department of Health and Social Care (DHSC), with the policy owned by DHSC as instructed by the Secretary of State for Health and Social Care.

Further information can be found here: [NHS England » NHS very senior managers pay framework](#)

Model ICB Blueprint

NHS England (NHSE) have shared the first version of the Model ICB Blueprint with ICB leaders.

The Model ICB Blueprint builds on NHS England's communication issued at the start of the financial year that set out two key expectations for ICBs: a reduction in their running costs, and a shift towards positioning ICBs as strategic commissioners to deliver the ambitions of the 10 Year Health Plan. The blueprint, which is shaped by the government's three shifts – from hospital to community, treatment to prevention, and analogue to digital – describes how ICBs will be expected to work within their systems.

NHSE expects to carry out further engagement over the coming weeks, including with providers to embed local plans.

The blueprint provides an additional level of detail on how ICBs are expected to evolve and sets out which of their functions may in future be transferred to providers. It defines the system leadership role of ICBs in improving population health, reducing inequalities, and ensuring access to high-quality care.

Further information can be found here: [NHS Confederation responds to Model ICB blueprint / NHS Confederation](#)

Power in Partnerships

The NHS Confederation and Local Trust have launched an action research programme aimed at building community-led approaches to health and wellbeing. The programme builds on the learning from the “Big Local areas” programme (150 communities across England funded to lead their own local change). A new 18-month programme of action research will be launched, and the initiative will see six areas explore how to support more community-led, hyperlocal approaches to health. Funding will allow the areas to test, adapt, and deliver new models of community-led health.

Further information can be found here: [*Power in partnerships: Communities leading the way to better health / NHS Confederation*](#)

CQC Community Mental Health Survey

The CQC 2024 Community mental health survey received feedback from 14,619 people who received treatment for a mental health condition between 1 April and 31 May 2024. Participants 16 years and older were offered the choice of responding online or via a paper-based questionnaire.

The results highlighted areas of good experience around support to access care or treatment, medication and privacy of care settings. However, there were a number of key areas for improvement including care planning, support whilst awaiting assessment and support with other areas of life.

Findings of the survey will be considered within the Trust to identify local improvement opportunities.

Further information can be found here:: [*Community mental health survey 2024 - Care Quality Commission*](#)

NHS Providers hosting arrangements

NHS Providers has announced it is hosting the University Hospital Association (UHA) in a move to support cutting edge discoveries and drive improvements in patient care. This new arrangement will promote expertise, research and innovation by university hospitals.

Further information can be found here: [*New hosting arrangement is 'major vote of confidence' in NHS Providers*](#)

Violence against healthcare workers

As part of a range of recommendations accepted by the government under the Agenda for Change contract more support will be provided to NHS workers to tackle violence against them. New measures will be put in place to encourage staff to report incidents of violence or aggression towards them, and to make it mandatory for the reports to be collected at national level. Data will also be analysed to better understand if certain staff groups - whether by race, gender, disability status or role - face disproportionate risks, allowing trusts to protect the most vulnerable workers.

There are 36 recommendations in total that have been accepted by ministers which are expected to have a considerable and positive impact on the NHS workforce, improve staff morale and enhance recruitment and retention.

Further information can be found here: [One million NHS staff to benefit from new support measures - GOV.UK](#)

NHS spring Covid-19 vaccine rollout

The first spring Covid-19 vaccines have started to be delivered from 1st April 2025, with more than half a million appointments booked in since the national booking system opened on 25th March 2025.

Individuals that require additional protection this year include those aged 75 and over (including those by 17 June 2025), older adult care home residents, and immunosuppressed individuals aged six months and over. The vaccine can be booked via the NHS app, NHS website, calling 119 or walk-in appointments are also available.

The NHS is also encouraging those aged 75 to 79 (and those who have turned 80 since 1 September 2024) and pregnant women from 28 weeks to get the RSV vaccine.

Further information can be found here: [NHS England » NHS spring Covid-19 vaccine rollout kicks off with more than half a million appointments already booked](#)

Final Government response to the Infected Blood Inquiry

The government has published its final response to the Infected Blood Inquiry's May 2024 report. The response highlights delivery progress against the twelve recommendations, including the release of nearly £100 million so far in compensation to victims and over £1.2

billion in interim payments, committing £500,000 to advocacy charities, and greater support for patients with liver damage.

The Government also announced Sir Robert Francis KC, Interim Chair of Infected Blood Compensation Authority, will continue his role for another 18 months to provide continuity for the organisation and the infected blood community, and ensure compensation continues to be delivered without delay.

The Inquiry has set out its intention to publish a further report on compensation.

Further information: [Final Government response to the Infected Blood Inquiry - GOV.UK](#)

Local Developments

Introducing our new vision, strategy and mission

In April, we launched our new vision, strategy and mission, which will help guide our work and priorities for the next five years. We've developed these jointly, as Leicestershire Partnership and Northamptonshire Healthcare Associate University Group, to set out how our independent organisations will work together to improve health outcomes for our local communities and help the people we support to thrive.

Our vision is aspirational. It is where we want to be in 2030 and will inform our planning and help us make decisions:

Together we thrive; building compassionate care and wellbeing for all.

Our strategy is our enabler, the vehicle that will help us to take our day-to-day mission and build upon this to reach our vision. We call it **THRIVE**, and it stands for six strategic priorities:

- Technology
- Healthy Communities
- Responsive
- Including everyone
- Valuing our people
- Efficient and effective

Our mission is our daily driver; it's why turn up to work every day to do what we do:

Making a difference, together

Central Access Point (CAP) launches text support service

In April 2025 the Central Access Point (CAP) launched a new SMS option for people who need to talk to someone urgently about their mental health. This is helpful for people who

may find talking to someone difficult, or they may just prefer to have a conversation with someone by text.

Catherine Martin, who heads up the CAP said: “We are delighted to be launching this service enhancement to the NHS 111 mental health option. Since we launched in 2020, we have continued to grow the service to meet demand, but we have always recognised that a text-based service would provide greater choice to our customers. We want to make sure that our GP partners are aware of this change when they come across people who may need extra support with their mental health.”

Medical Trainee Awards

We held our annual Medical Trainee Awards to recognise the stars among our 120 resident doctors (previously known as junior doctors). Judges praised their dedication to patient care, and willingness to take on additional responsibilities.

Launch of our Celebrating Excellence awards

We launched our annual Celebrating Excellence awards in April asking patients, the public, and colleagues to make nominations to recognise exceptional staff, volunteers and partnerships. An amazing 241 entries were submitted by the deadline of 12 May. Four categories were open for nominations from the public. The winners and runners up will be announced at a sponsored ceremony in September.

Vaccination push to protect young people

Our school aged immunisation service began offering all young people in Year 8 and above a free, safe and effective vaccine that helps to protect them against some types of cancers. The HPV vaccine protects against human papillomavirus (HPV), a group of viruses that live on the skin that can cause cervical, vulval, vaginal, penile, anal and some mouth and throat cancers. The vaccine also helps to protect against developing genital warts.

Charnwood Mill

To support the efficient use of our estate and finances, we have informed staff that we will not be renewing the lease on our Charnwood Mill base when it expires in the autumn. About 175 employees will relocate to our existing offices in County Hall and Loughborough Hospital. Charnwood Mill is at Barrow upon Soar and provides space for admin and community-based staff, no patient care is provided on site.

New audiology suite at Beaumont Leys Health Centre

We have begun work on a new audiology suite at Beaumont Leys Health Centre.

This will include a specialised audiology testing room and associated viewing facilities.

Work should complete by early June. A similar room was installed at Shepshed Health Centre last summer.

Staff Network Eid celebration

Our Staff Network for ethnic minority workers (REACH) held an in-person Eid celebration event on Thursday 10 April to mark the end of Ramadan.

The event included a discussion of what Eid means, the ways it is celebrated, and Eid themed activities and food.

LLR System wins finance award for working together

Leicester, Leicestershire and Rutland NHS have won the HFMA East Midlands 2024 Working Together award.

The HFMA Healthcare Finance Awards programme recognise and celebrates the work of finance teams and individuals from across the UK. The Working as One award was presented to our Trust, alongside system colleagues from the ICB and UHL.

Representatives from the three organisations meet biweekly to look at ways of working together. The work involves finance trainees, secondment opportunities and organising development days for staff with an opportunity to interact and network with colleagues and share ideas, as well as receive information on system finances and priorities.

Hinckley goes solar

LPT has been awarded a second grant this year to install solar panels on one of its community hospitals. The Department for Energy Security and Net Zero is providing £117,000 for the panels at Hinckley and Bosworth Community Hospital.

The investment will reduce the Trust's carbon emissions and reduce our energy bills. The hospital will still be connected to the national grid for the bulk of its electricity needs. The installation is expected to take place this financial year.

News of the Hinckley grant came just as a solar panel project at Loughborough Hospital was switched on. NHS England gave £180,000 to fund 375 panels, which should help cut bills by £50,000 a year.

The Trust also has solar panels at the Beacon Unit for young people, and Watermead ward at the Bradgate Mental Health Unit.

Tackling NHS race discrimination is not an optional extra

On Thursday 17 April, we hosted a joint Together Against Racism conference with NHFT, welcoming 75 attendees from across both organisations. The Group was joined by guest speaker Roger Kline, whose keynote speech discussed the topic 'Tackling NHS race discrimination is not an optional extra'.

Throughout the talk, Roger delved into protective hesitancy, accountability, debiasing processes (not debiasing people) and challenging each other to know that our plans are the right plans. There were also updates from three of the programme's workstreams: Workforce, Patients and Service Users and Community, as well as an action planning session for 2025 and beyond.

The event continued the vision of our Together Against Racism programme to tackle racism and discrimination proactively together; building places of work and care where everyone feels they belong and can bring their whole self.

Relevant External Meetings attended since last Trust Board meeting

Chief Executive and Deputy Chief Executive external meetings

April 2025	May 2025
LPT & Healthwatch	Joint Corporate Governance meeting with NHFT
LLR ICB Board Extraordinary Confidential	Director of Nursing NHSE Midlands
UHN / LLR / UHL CEOs	LLR ICB CEO
LLR ICB System Executive Committee	UHN / LLR / UHL CEOs
CEO Mersey Care NHS Foundation Trust	LLR Quarterly System Review
MH Shadow Collaborative Group	Weekly Urgent & Emergency Care
NHS Providers Chairs & CEO Network	LLR ICB Board Development Session
CQC Engagement Meeting	LLR ICB System Executive Committee
LLR ICB Board – Training session	Monthly COO/MD/DoN with NHSE
East Midlands Alliance Lead	Group clinical governance and safety assurance
East Midlands Alliance CEO Meeting	Group Trust Board
Mental Health Trusts CEOs with Regional Leads and SROs	
25/26 Planning with Northants ICB & LLR Systems	
Recovery and Sustainability Group	
LLR NHS Integrated Care Board	
LLR ICB System Executive Committee - Development Session	
Together Against Racism Conference with NHFT	
Joint Corporate Governance meeting with NHFT	
CEO Royal College of Speech and Language Therapists	
Midlands CEOs with Regional Director NHSE Midlands	
Joint CQC Workshop with NHFT	
LLR ICB System Executive Committee	
East Midlands Alliance Board	
Deputy CEO Coventry and Warwickshire Partnership NHS Trust	
Extraordinary MHSCG	
Joint Board Development Workshop with NHFT	
Management and Leadership Advisory Group NHSE	
NHSE finance briefing CFOs/COOs	
LLR System Urgent & Emergency Care Risk Workshop	
LLR ICB System Executive Committee	
I&I Phase2 SRO/Execs Meeting	
Group CQC Workshop	
Weekly Urgent & Emergency Care	
Monthly Urgent & Emergency Care Collaborative Transformation Group	
Monthly COO/MD/DoN with NHSE	

Abbreviations:

CEO = Chief Executive Officer

CFO = Chief Finance Officer

COO = Chief Operating Officer

DoN = Director of Nursing

I&I =

ICB = Integrated Care Board

ICS = Integrated Care System

LHRP = Local Health Resilience Partnership

LLR = Leicester, Leicestershire & Rutland

MD = Managing Director

MH = Mental Health

NHFT = Northamptonshire Healthcare NHS Foundation Trust

NHSE = NHS England

REACH = Race, Ethnicity and Cultural Heritage

SRO = Senior Responsible Officer

UEC = Urgent & Emergency Care

UHL = University Hospitals of Leicester

UHN = University Hospitals of Northamptonshire

UoL = University of Leicester

Proposal

It is proposed that the Board considers this report and seeks any clarification or further information pertaining to it as required.

Decision required – Please indicate:

Briefing – no decision required	Y
Discussion – no decision required	
Decision required – detail below	

The Board is asked to consider this report and to decide whether it requires any clarification or further information on the content.

Governance table

For Board and Board Committees:	Trust Board	
Paper sponsored by:	Angela Hillery, Chief Executive	
Paper authored by:	Sinead Ellis-Austin, Head of Chair/CEO Office	
Date submitted:	20 th May 2025	
State which Board Committee or other forum within the Trust's governance structure, if any, have previously considered the report/this issue and the date of the relevant meeting(s):	None	
If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e., assured/ partially assured / not assured:	n/a	
State whether this is a 'one off' report or, if not, when an update report will be provided for the purposes of corporate Agenda planning	Routine Board Report	
LPT strategic alignment:	T - Technology	Y
	H – Healthy Communities	Y
	R - Responsive	Y
	I – Including Everyone	Y
	V – Valuing our People	Y
	E – Efficient & Effective	Y
CRR/BAF considerations (<i>list risk number and title of risk</i>):		
Is the decision required consistent with LPT's risk appetite:	Yes	
False and misleading information (FOMI) considerations:	None	
Positive confirmation that the content does not risk the safety of patients or the public	Confirmed	
Equality considerations:	None	