

Workforce Committee Board Update

Trust Board	Item: 15
1st December 2016	Enclosure: K
Purpose of the Report: To report on the main areas of discussion at the Workforce Committee meeting held on 22 nd November 2016.	
FOR: Information <input checked="" type="checkbox"/> Assurance <input checked="" type="checkbox"/> Discussion and input <input type="checkbox"/> Decision/approval <input type="checkbox"/>	
Sponsor (Executive Lead):	Sylvia Hamilton, NED Chair of the Workforce Committee
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Risk Implications – Link to Assurance Framework or Corporate Risk Register:	Staff satisfaction is linked to improved organisational performance and patient outcomes.
Link to Relevant Corporate Objective:	Strategic Objective 2 - To have a committed, skilled and highly engaged workforce who feel valued, supported and developed and who work together to care for our patients.
Link to Relevant CQC Domain: Safe <input checked="" type="checkbox"/> Effective <input checked="" type="checkbox"/> Caring <input checked="" type="checkbox"/> Responsive <input checked="" type="checkbox"/> Well Led <input checked="" type="checkbox"/>	
Document Previously Considered By:	N/A
Recommendation & Action required by the Trust Board : The Trust Board is asked to note the main areas of discussion at the November 2016 Workforce Committee meeting.	

Issues Discussed	Actions/Update/Comments
<p>Workforce Directorate Operational & Strategic Capability</p>	<p>The Director and Deputy Director of Workforce briefed the Committee on changes in structure, systems and approach in the Workforce Directorate since Kelvin Cheadle's arrival in September this year. The Director of Workforce noted that the operational division of the directorate's activities were those areas that may be worthy of examination for the back office review and shared services; he also emphasised the need to establish a second deputy post to enable delivery of the Trust's Strategic Workforce plan over the next three years. The Trust noted and endorsed the measures taken.</p>
<p>Key Metrics</p>	<p>The Director and Deputy Director highlighted positive trends in key metrics, particularly around turnover and vacancies; the aim was to make the dashboard comprehensive to capture all key Workforce indicators in the future including appraisals, flu and Employer Relations. The Director noted that the Trust's recorded level of activity in discipline, grievance and related cases was very low and this raised questions about cultural issues in the Trust. The Chairman of the Committee led a discussion about exception reporting, and all present agreed the report format was much cleaner and helped the Committee clarify issues going forward.</p>
<p>Draft Workforce Strategy</p>	<p>The Director presented the draft Workforce Strategy for the Trust, which has been discussed at both Executive Management Committee and Council of Governors over the previous week. He explained the thinking behind the seven pillars of activity and how these interlinked. The Chairman of the Committee invited discussion around whether the strategy has captured all the key Workforce issues for the Trust. There was consensus that it did, but the Trust Chairman asked for a narrative to be included that demonstrated linkages back to the Trust's Corporate Objectives. The Director of Workforce agreed to complete this work and, in due course, add an action plan to discuss again at EMC before returning to the Board meeting in January.</p>