

Workforce Committee Board Update

Trust Board	Item: 20
Date: 29th November 2017	Enclosure: P
Purpose of the Report:	
To report on the main areas of discussion at the Workforce Committee meeting held on 17 th October 2017.	
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
Author:	Kelvin Cheatle Director of Workforce
Author Contact Details:	Ext 3148 k.cheatle@nhs.net
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 October 2017 Workforce Committee meeting.	

Issues Discussed	Actions/Update/Comments
September Turnover – Further Analysis	The Committee discussed the further information provided by the Deputy Director of Workforce on turnover data in September. This showed continuing above average levels of turnover, particularly in bands 2 and 5 around nursing and admin & clerical roles, even allowing for the potential impact of Brexit (accounting for a whole 1% of turnover). The Committee were concerned about the need to both better understand the reasons for turnover and the Trust's actions to mitigate these. The Director of Workforce outlined the measures the Trust was taking including deep dives into four service hotspot areas to better triangulate both qualitative and quantitative data, improved exit interviews and the introduction of 100-day surveys. Mitigations included increased pay for band 2 nurses, the prioritising of work around HAWB and Training and plans to develop a career escalator for admin and clerical staff linked to the apprenticeship levy. The Committee agreed to keep under close review and asked EMC to closely monitor the situation prior to the next Workforce Committee meeting.
Workforce Strategy – One Year On	The Director of Workforce presented a summary of progress against all seven pillars contained in the Workforce Strategy which was first adopted by the Board nearly 10 months ago. The Committee noted that major progress had been made in HAWB, Training & Development, Engagement and Diversity but that Recruitment & Retention had become a key priority area given the discussion around turnover and the potential risks of Brexit. The Committee noted that of the seven pillars, three areas have been prioritised as they linked to last year's staff survey report: HAWB, Training and Diversity. A similar prioritisation would need to take place for the year ahead based on the outcome of the 2017 survey. The Director of Workforce reminded the Committee that this was a three year strategy and there was still significant work to do in years two and three to ensure successful delivery.
Health & Wellbeing Committee update	The Trust Chairman previewed the HAWB conference due to take place on 19 th October, and drew attention to the significant progress made in all four areas of the HAWB strategy covering physical, financial, mental and family wellbeing. The Committee noted with regret that Ellie Knight, Head of HAWB, was leaving the Trust to emigrate to Australia with her family, and commended her for the enormous impact she has made during 2017.