

Workforce Committee Board Update

Trust Board	Item: 18
Date: 7th August 2019	Enclosure: M
Purpose of the Report: To report on the main areas of discussion at the Workforce Committee meeting held on 4 th April 2019.	
FOR: Information <input checked="" type="checkbox"/> Assurance <input checked="" type="checkbox"/> Discussion and input <input type="checkbox"/> Decision/approval <input type="checkbox"/>	
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Risk Implications – Link to Assurance Framework or Corporate Risk Register:	Well-led
Link to Relevant Strategic Theme:	Our People
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 April 2019 Workforce Committee meeting.	

Issues Discussed	Actions/Update/Comments
The Committee discussed the following items in their April meeting.	
Overview of the SWL STP & Acute Provider Collaborative Workforce Themes	<p>The Director of Workforce presented an overview of the programmes of both the STP and the APC so far as workforce development was concerned. The Committee noted that the STP themes were overarching and supportive of the broad range of work emanating from the STP (e.g. workforce supply, new job roles and joined up approaches to training and deployment). By contrast the APC programme was focused more on collaborating around transactional services including the creation of an SWL recruitment hub, shared occupational health services, and a joined up approach to managing employee relations and associated legal costs.</p> <p>The Committee noted the scope for both integration and overlap of these work streams and asked the Director of Workforce to keep the Committee informed of developments in the coming months.</p>
'Learning the Lessons' – improving people practices	<p>The Deputy Director of Workforce presented the findings from the Best Practice review arising from the tragic circumstances of the Abdullah case at Imperial Healthcare Trust. The Committee noted the Deputy Director was reviewing the Trust practices and would report back on proposals that incorporated the learning from this work. The Committee asked to see a summary of those proposals together with suggestions for how the Committee could be briefed on employee relations case numbers as well as highlighting individual cases of concern.</p>
Interim People Plan	<p>The Committee noted the Director of Workforce's summary of the draft People Plan issued by the new Chief People Officer of the NHS, Prerana Issar. The plan was described until 5 pillars encapsulating the need to put workforce at the heart of the NHS Ten Year plan for which this was a supporting strategy. Committee noted the contents of the plan.</p>
New job roles in KHFT	<p>The Assistant Director of Workforce outlined the work the Trust had undertaken to date on developing new roles in the Trust and the associated issues related to supply training and development. The Committee noted that whilst progress was good in some areas (e.g. nursing associates) some of the new roles were small in number and there needed to be a scaling up of progress as part of the STP work programme.</p>
Notes from sub-committees	<p>The Committee noted the reports from the Local Negotiating Committee, the Trust Partnership Forum and Health & Wellbeing Steering Group all of which have made good progress during the period in question.</p>