

Workforce Update

Trust Board	Item: Workforce Update
Date: 27th November 2019	Enclosure: I
Purpose of the Report: To update the Board on a range of key workforce initiatives.	
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:	
Link to Relevant Corporate Objective:	
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 progress on a range of key workforce initiatives.	

Workforce Update

1. Visit by the NHS Chief People Officer

The visit by the NHS Chief People Officer Prerana Issar at the end of October was an opportunity for the Trust to showcase many of its workforce developments and achievements, many of which are reflected in this update report. Prerana was particularly impressed with the Trust's work around Health and Wellbeing and engagement and has stayed in communication with the Director of Workforce, providing a very helpful link for the Trust on development of its workforce agenda.

2. Diversity

The Board will be aware from reports elsewhere on its agenda of the visit by John Brouder on behalf of NHS Improvement to review the Trust progress on its diversity agenda. John was extremely complimentary about the Trust progress but highlighted the need for better and more expansive communications around this area of work.

The Trust awaits the publication of the WRES comparative data but in the meantime is focusing its efforts on the 'glass ceiling' work for BAME staff via BAME representation on recruitment panels and the launch of a reverse mentoring scheme.

BAME representation commenced in October on over a dozen panels and the initial feedback has been very positive; a full evaluation will be reported back to the Equality and Diversity Committee in due course. Planning for the reverse mentoring programme is at an advanced stage and members of the Board will be paired with mentors from the BAME workforce to begin mentoring relationships early in the New Year.

3. Staff Survey

The Trust places great store on staff engagement via this survey and the Board will recall this was based on a healthy response rate of 58% in 2018. We have set ourselves the target of achieving at least 60% this year. At the time of writing the Trust had achieved 55% with around 10 days of the survey period to run. An update will be provided for the Board on the latest figures at the meeting but we are very hopeful of achieving our target for this year.

4. Flu campaign for staff

A target of 80% to qualify for CQUIN has been set by NHS England for the vaccination of frontline staff this year. This is clearly a very challenging target although the Trust did achieve 76% last year against target of 75%. At the time of writing the Trust has achieved 61% and the campaign will continue for the rest of this calendar year and into January. The flu team are required to record the details of staff who declined the vaccine and a significant number (over 175) have decided not to have the vaccine for their own personal reasons. We are speaking to those staff to understand their reasons and to see if we can offer reassurance to enable them to participate in the campaign.

5. Pensions

As the Board will know the Trust has undertaken a significant amount of work to implement measures that help mitigate the tax exposure of staff as a result of their pension contributions exceeding either the annual or lifetime allowance. The Trust has put in place a suite of measures including individual advice to staff, clarification of elements of pay that are non-pensionable, implementation of new non-pensionable clinical excellence awards and salary sacrifice schemes for bicycles and cars. These measures are consistent with the advice by NHS Employers.

The Executive Management Committee have decided not to implement any further measures around paying a proportion of the employers pension contribution as salary; time off in lieu; dual contracts or new models of employment consistent with NHS Employers advice and an agreement by CEO's in London to try and develop a joined up approach. This work will be carried forward by HR Directors at HR for London.