

### Workforce Committee Board Update

<b>Trust Board</b>	<b>Item: Workforce Committee Update</b>
<b>Date: 5<sup>th</sup> December 2018</b>	<b>Enclosure: K</b>
<b>Purpose of the Report:</b> To report on the main areas of discussion at the Workforce Committee meeting held on 16 <sup>th</sup> October 2018.	
<b>FOR: Information</b> <input checked="" type="checkbox"/> <b>Assurance</b> <input checked="" type="checkbox"/> <b>Discussion and input</b> <input type="checkbox"/> <b>Decision/approval</b> <input type="checkbox"/>	
<b>Sponsor (Executive Lead):</b>	Sylvia Hamilton, NED Chair of the Workforce Committee
<b>Author:</b>	Kelvin Cheatle Director of Workforce
<b>Author Contact Details:</b>	Ext 3148 <a href="mailto:kelvin.cheatle@kingstonhospital.nhs.uk">kelvin.cheatle@kingstonhospital.nhs.uk</a>
<b>Risk Implications – Link to Assurance Framework or Corporate Risk Register:</b>	Staff satisfaction is linked to improved organisational performance and patient outcomes.
<b>Link to Relevant Corporate Objective:</b>	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.
<b>Link to Relevant CQC Domain:</b> <b>Safe</b> <input checked="" type="checkbox"/> <b>Effective</b> <input checked="" type="checkbox"/> <b>Caring</b> <input checked="" type="checkbox"/> <b>Responsive</b> <input checked="" type="checkbox"/> <b>Well Led</b> <input checked="" type="checkbox"/>	
<b>Document Previously Considered By:</b>	N/A
<b>Recommendation &amp; Action required by the Trust Board :</b>  The Trust Board is asked to note the main areas of discussion at the October 2018 Workforce Committee meeting.	

Issues Discussed	Actions/Update/Comments
	The Committee discussed the following items in their October meeting.
<b>Top five workforce risks</b>	The Director of Workforce presented a report outlining the major workforce risks for the Trust. These were identified as: Brexit, shortage of mid-grade doctors, turnover, pay and burnout/fatigue. The Trust had developed strategies to mitigate these risks so far as was possible but some of them were dependent on national policy (e.g. Brexit, shortage of supply of doctors).
<b>Learning from serious disciplinary cases</b>	The Deputy Director of Workforce presented findings from the recent external review of the tragic case at Imperial Healthcare Trust. It was noted that the initial internal review made no suggestions for improvement. The key learning for this Trust was to ensure that investigations were rigorous, that recommendations were evident and there were checks and balances in process, to ensure that vulnerable individuals were not left unsupported.
<b>Staff Survey Update</b>	The DoW outlined the planning for this year's staff survey which revolved around the "You Said, We Did" campaign. The aim this year was to achieve a response rate of 60% compared to last year's 52.8%
<b>Return of investment on training</b>	The Assistant Director of Workforce and Deputy Director of Finance presented their report, which quantified the modest financial savings accruing from the investment the Trust had made in its online induction programme. Their report was helpful in demonstrating financial benefit methodology alongside describing substantive quality benefits.
<b>Review of Sub-Committee meetings</b>	The committee received reports from its sub-committees including HAWB, LNC and TPF.