

### Workforce Committee

<b>Trust Board</b>	<b>Item: 17</b>
<b>27<sup>th</sup> March 2019</b>	<b>Enclosure: M</b>
<b>Purpose of the Report:</b> To report on the main areas of discussion at the Workforce Committee held on the 27 <sup>th</sup> February 2019.	
<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"/>	
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<b>Risk Implications – Link to Assurance Framework or Corporate Risk Register:</b>	
<b>Legal / Regulatory / Reputation Implications:</b>	Regulatory and compliance implications
<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>Link to Relevant Corporate Objective:</b>	All Objectives
<b>Document Previously Considered By:</b>	

## **Report for Trust Board from the Workforce Committee**

The Workforce Committee met on 27<sup>th</sup> February and discussed the following items.

### Appraisal and Pay Progression

The Committee noted the report from the Assistant Director of Workforce and the framework for implementing Annex 23 of the Agenda for change agreement which would require appraisal to be linked to pay from April 2019. The Committee also noted the intention to introduce a claw back clause for Bands 8c and above and expressed concern to ensure this was implemented (after 2021) in a fair and balanced way. It was noted that implementation of the package was a major project for HR in the year ahead, requiring staff side input.

### Workforce KPIs for 2019-20

The Committee debated the proposed metrics for the new year which were a logical extension of those in train for 2018-19. Critical targets include Turnover (which the Committee noted had improved considerably under its close monitoring) and Stability which formed part of the Trust's Strategic Objectives. The Director of Workforce outlined some of the challenges in keeping these targets on track in the year ahead.

### Developing Workforce Safeguards Action Plan

The Director of Nursing & Quality presented her action plan to deliver this mandated oversight framework. The reporting will go to Trust Board but the DoNQ wanted to sight the Committee on the elements and our initial RAG ratings. The Committee noted the report.

### Emerging Workforce Department Work Programme for 2019-20

The Director of Workforce presented the outline plan under the 7 pillars of the Trust's Workforce Strategy. The Committee noted it was an ambitious plan but would be supported by extra investment in the function the Board and Executive had requested consequent upon the Directors' extended stay in the Trust.

### Reports from Sub Committees

The Committee noted the excellent working relationships reported from the LNC and TPF and the ongoing excellent work of the Health and Wellbeing Committee led by the Trust Chairman.