

### Workforce Committee Board Update

<b>Trust Board</b>	<b>Item: 22</b>
<b>Date: 11<sup>th</sup> July 2018</b>	<b>Enclosure: R</b>
<b>Purpose of the Report:</b> To report on the main areas of discussion at the Workforce Committee meeting held on 14 <sup>th</sup> June 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
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<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 June 2018 Workforce Committee meeting.	

Issues Discussed	Actions/Update/Comments
	The Committee discussed three items in considerable depth in their June meeting.
<b>Medical Workforce KPIs</b>	Linda Dyson's paper on Medical Workforce KPIs led to a detailed debate around gaps in the medical workforce, strategies for filling them and broader issues around agency usage, absence and deployment of staff. The Committee asked to receive a further detailed report on these supply and demand issues at their September meeting.
<b>Statutory &amp; Mandatory Training / Leadership &amp; Management Development</b>	The Committee focused heavily on an update on Statutory & Mandatory training, and Leadership & Management Development programmes, prepared by Nikki Hill. The Committee were very pleased with the progress being made on both, but asked to see better quality finance information on the financial benefits accruing from the investment in both digital training (for Statutory & Mandatory) and use of apprentice levy monies to invest in leadership programmes.
<b>Review of Sub-Committee meetings</b>	The Committee received update reports from the Chairman on the work of the Health & Wellbeing Committee and progress being made in the Local Negotiating Committee and Trust Partnership Fora, which were the main groups focusing on the Trust's partnership working. An updated report from the E&D Committee was also noted.
	Finally, the Director of Workforce updated the Committee on the work he was undertaking concerning HCAS.