

Workforce Committee Board Update

Trust Board	Item: 22
Date: 30 March 2022	Enclosure: Q
Purpose of the Report: To report on the main areas of discussion at the Workforce Committee meeting held on 21 st February 2022.	
FOR: Information <input checked="" type="checkbox"/> Assurance <input checked="" type="checkbox"/> Discussion and input <input type="checkbox"/> Decision/approval <input type="checkbox"/>	
Sponsor (Executive Lead):	Sylvia Hamilton, NED Chair of the Workforce Committee
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Risk Implications – Link to Assurance Framework or Corporate Risk Register:	Staff satisfaction is linked to improved organisational performance and patient outcomes.
Link to Relevant Corporate Objective:	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.
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 February 2022 Workforce Committee meeting.	

Issues Discussed	Actions/Update/Comments
The Committee discussed the following items in their February meeting.	
Staff Survey Response	Mairead McCormick and Kelvin Cheatle presented the plan – “Moving beyond the pandemic” – focussing on leadership, health & wellbeing, supply and new ways of working. The committee welcomed the report and urged action around leadership deficits as an easy win and key to supporting hand pressed staff. The plan would be reported onwards to the Board.
Turnover and Retention update	Linda Dyson presented a detailed slide deck reviewing data, work undertaken around HCAs and admin/clerical and further mitigation including improved exit interview methods. The committee commended the report and whilst supporting the focussed work around HCAs and admin/clerical staff, reinforced the need to see improved retention rates in the near term to support supply and staff morale.
MWRES Actions	Bill Oldfield led the presentation of the work around EDI for the medical workforce – a crossover item with the EDI Committee. The committee welcomed the Medical Director’s leadership, endorsed the plan and asked to be kept updated via the EDI reporting in due course.
Employee Relations Monitoring	The committee noted Jennifer Burton’s report highlighting the excellent work of her team in terms of conflict resolution and mediation.
Review of Sub-Committee meetings	Kelvin Cheatle reported on good relationships in both the Local Negotiating Committee and the Trust Partnership Forum, noting a new staff side chair was still being sought.