

WORKFORCE SHARING AGREEMENT

Meeting: Trust Board	Agenda item: 13
Date: 30 November 2022	Enclosure: J
Executive summary: To brief the Board on the proposed workforce sharing agreement between the Trust and HRCH, and supporting arrangements.	
Implications: <i>brief description against each or mark 'n/a'</i> Patient Safety – Financial – Risk – Legal / Regulatory – Reputational – Equality –	
Action: For information <input type="checkbox"/> For assurance <input type="checkbox"/> To Discuss <input type="checkbox"/> To approve <input checked="" type="checkbox"/>	
Executive Lead (name and title):	Kelvin Cheatle & Sam Armstrong
Presenter (name and title):	Kelvin Cheatle
Item for: <input checked="" type="checkbox"/> Partnership <input type="checkbox"/> HRCH <input type="checkbox"/> KHFT	
Link to strategic objectives:	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
Consultation and communication:	<i>Legal advice taken and SEMC</i>
Decision / Recommendation: The Board is asked to approve the agreement for signing.	
Appendix: a) Workforce Sharing Agreement	

1. Background

The Trusts have been developing a workforce sharing agreement to provide the overarching framework to facilitate staff movement across KHFT and HRCH. The purpose of this report is to present the agreement and outline the associated work in train to support it.

2. Workforce Sharing Agreement

This has now been finalised in consultation with Capsticks, with input from the Director of Corporate Affairs and Deputy Chief People Officer, and is attached. The agreement provides the necessary contractual intellectual property warranty and other indemnities to allow staff to work across both organisations in a safe and appropriate way. The agreement will be legally binding and should be implemented with immediate effect.

3. Supporting arrangements

The agreement provides an overarching framework but will need further measures to be enacted fully. These will include:

- a) **Licence to Attend** which enacts the arrangements on a post-by-post basis for each individual working across the trusts. Secondment Agreements are currently in place for the Executive Team and these will remain.
- b) **Memorandum of understanding** – this is the London agreement that allows staff to work across organisations in a safe and indemnified way.
- c) **DPIAs** – these are being developed by the Director of Corporate Affairs to allow individual access to records and systems where appropriate and ensure effective confidentiality/governance.
- d) **Digital staff passports** – local arrangement. This digital tool is being developed with Allocate to provide an easy reference passport to allow staff to move around Place and the system without the need to keep repeating checks from an employment perspective.

All the above means there is no need to issue any member of staff with an honorary contract as these are the successor arrangements.

4. Recommendation

The Board is asked to endorse the workforce sharing agreement and note the supporting measures to enact it.