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| DATE OF MEETING | 26 July 2016 |
| REPORT FOR | Trust Board of Directors – Public |
| REPORT FROM | Neil Gammon, Non-Executive Director & Chairman of the Resources Committee and Karen Dunderdale, Deputy Chief Executive |
| CONTACT OFFICER | Karen Dunderdale, Deputy Chief Executive |
| SUBJECT | Resources Committee Highlight Report, 20 July 2016 |
| BACKGROUND DOCUMENT (IF ANY) | None |
| REPORT PREVIOUSLY CONSIDERED BY & DATE(S) | N/A |
| EXECUTIVE COMMENT (INCLUDING KEY ISSUES OF NOTE OR, WHERE RELEVANT, CONCERN AND / OR NED CHALLENGE THAT THE BOARD NEED TO BE MADE AWARE OF) | To provide Board Assurance, this report draws the Board's attention to the several important issues that the Resources Committee considered on 20 July 2016 |
| HAVE THE STAFF SIDE BEEN CONSULTED ON THE PROPOSALS? | N/A |
| HAVE THE RELEVANT SERVICE USERS/CARERS BEEN CONSULTED ON THE PROPOSALS? | N/A |
| ARE THERE ANY FINANCIAL CONSEQUENCES ARISING FROM THE RECOMMENDATIONS? | None |
| IF YES, HAVE THESE BEEN AGREED WITH THE RELEVANT BUDGET HOLDER AND DIRECTOR OF FINANCE, AND HAVE ANY FUNDING ISSUES BEEN RESOLVED? | N/A |
| ARE THERE ANY LEGAL IMPLICATIONS ARISING FROM THIS PAPER THAT THE BOARD NEED TO BE MADE AWARE OF? | NO |
| WHERE RELEVANT, HAS PROPER CONSIDERATION BEEN GIVEN TO THE NHS CONSTITUTION IN ANY DECISIONS OR ACTIONS PROPOSED? | YES |
| WHERE RELEVANT, HAS PROPER CONSIDERATION BEEN GIVEN TO SUSTAINABILITY IMPLICATIONS (QUALITY & FINANCIAL) & CLIMATE CHANGE? | YES |
| THE PROPOSAL OR ARRANGEMENTS OUTLINED IN THIS PAPER SUPPORT THE ACHIEVEMENT OF THE TRUST OBJECTIVE(S) AND COMPLIANCE WITH THE REGULATORY STANDARDS LISTED | Ensures compliance with good governance and the requirements of the Trust's Constitution |
| ACTION REQUIRED BY THE BOARD | The Board is asked to note the report and consider any additional action required |

RESOURCES COMMITTEE JULY 2016

HIGHLIGHT REPORT TO TRUST BOARD

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| Report for Trust Board meeting on: | 26 July 2016 |
| Report From: | Resources Committee |
| Highlight Report: | |
| <u>Monthly Staffing Report</u> | |
| <p>The committee had a detailed discussion on recruitment and retention. Whilst the committee is confident there is a recruitment plan in place and significant efforts are being made, it is felt that more focus is required on retention. On a related note, the committee also heard that the occupancy rate at The Towers has reduced. The committee also heard that further work is being undertaken to strengthen the process of exit interviews (the uptake of which is currently low) in order to better understand the reasons why staff leave.</p> | |
| <p>The committee heard that the Trust's overall sickness rate has reduced, although there are still some areas where sickness rates remain an issue in terms of the impact on the service and in terms of the cost of cover e.g. Facilities.</p> | |
| <u>Month 3 Finance Update</u> | |
| <p>At month 3, the Trust is forecasting a deficit of £14.7m – which is £2.9m adrift of plan and above the control total.</p> | |
| <p>The committee discussed the potential financial impact of not meeting the agreed Performance Trajectories. The question is, "How will availability of S & T monies be related to target achievement performance?" Whilst the likely impact is not yet clear, the committee agreed the need for the Trust Board to be assured that the Trust is taking all actions within its control to meet these trajectories. It was agreed that this would be discussed further by the Executive Team.</p> | |
| <p>The committee received an update on the Reference Cost submission for 2015/16. The committee was assured that the submission had been undertaken in accordance with the DoH guidance and that all risks associated with the submission had been considered and appropriately managed.</p> | |
| <u>Strategy & Planning Highlight Report</u> | |
| <p>Pam Clipson, Director of Strategy, briefed the committee on the ongoing activity demand pressures and the impact on the Trust's overall waiting list position. She also briefed the committee on the service reviews which are underway as part of the Capacity & Demand workstreams. These reviews will consider the need to do things differently to manage these activity pressures.</p> | |
| <u>Sustainability</u> | |
| <p>At month 3, the Sustainability Programme has delivered £2.72m against a YTD plan of £1.76m. Based on current performance forecast delivery is £10.68m against a total plan of £13.85m – a variance of £3.17m. Wendy Booth, Director of Performance Assurance advised that whilst good progress continues to be made, there remain some risks to delivery including within the Capacity & Demand (outcome of service reviews & job planning), Human Resources (entry level employment project) and Nursing (timely implementation of the outcome of establishment reviews) workstreams although actions are underway to mitigate these risks.</p> | |
| Action Required by the Trust Board: | |
| <p>The Trust Board is asked to note the report and consider any additional actions required.</p> | |

Neil Gammon, Non-Executive Director & Chairman of the Resources Committee

20 July 2016