

NLG(17)455

DATE OF MEETING	28 November 2017
REPORT FOR	Trust Board of Directors – Public
REPORT FROM	Sandra Hills, Non-Executive Director
CONTACT OFFICER	Jayne Adamson, Director of People and Organisational Effectiveness
SUBJECT	Workforce Sustainability and Transformation Committee (WST) Meeting on Monday 20 November 2017
BACKGROUND DOCUMENT (IF ANY)	None
PURPOSE OF THE PAPER:	For information
EXECUTIVE SUMMARY (PLEASE INCLUDE A BRIEF SUMMARY OF THE PAPER, KEY POINTS & ANY RISK ISSUES AND MITIGATING ACTIONS WHERE APPROPRIATE)	The report provides details of concerns that the Workforce Sustainability and Transformation Committee have agreed require escalation by exception to the Trust Board
HAVE STAFF SIDE BEEN CONSULTED ON THE PROPOSALS?	NOT APPLICABLE
HAVE THE RELEVANT SERVICE USERS/CARERS BEEN CONSULTED ON THE PROPOSALS?	NOT APPLICABLE
ARE THERE ANY FINANCIAL CONSEQUENCES ARISING FROM THE RECOMMENDATIONS?	NOT APPLICABLE
IF YES, HAVE THESE BEEN AGREED WITH THE RELEVANT BUDGET HOLDER AND DIRECTOR OF FINANCE, AND HAVE ANY FUNDING ISSUES BEEN RESOLVED?	NOT APPLICABLE
ARE THERE ANY LEGAL IMPLICATIONS ARISING FROM THIS PAPER THAT THE BOARD NEED TO BE MADE AWARE OF?	NOT APPLICABLE
WHERE RELEVANT, HAS PROPER CONSIDERATION BEEN GIVEN TO THE NHS CONSTITUTION IN ANY DECISIONS OR ACTIONS PROPOSED?	NOT APPLICABLE
WHERE RELEVANT, HAS PROPER CONSIDERATION BEEN GIVEN TO SUSTAINABILITY IMPLICATIONS (QUALITY & FINANCIAL) & CLIMATE CHANGE?	NOT APPLICABLE
THE PROPOSALS OR ARRANGEMENTS OUTLINED IN THIS PAPER SUPPORT THE ACHIEVEMENT OF THE TRUST OBJECTIVE(S)	Yes
THE PROPOSAL OR ARRANGEMENTS OUTLINED IN THIS PAPER ENSURE COMPLIANCE WITH THE REGULATORY OR GOVERNANCE REQUIREMENTS LISTED	NOT APPLICABLE
THE PROPOSALS OR ARRANGEMENTS OUTLINED IN THIS PAPER TAKE ACCOUNT OF REQUIREMENTS IN RESPECT OF EQUALITY & DIVERSITY	NOT APPLICABLE

ACTION REQUIRED BY THE BOARD

The Board is asked to note the report and support any further action required

Workforce Sustainability & Transformation Committee: Highlight Report to the Trust Board

Report for Trust Board Meeting on:	28 November 2017
Report From:	WSTC meeting on 20 November 2017
Highlight Report:	
Items of Positive Progress to highlight to the Board:	
<ol style="list-style-type: none"> 1. Many new recruits of non-qualified nurses are in post and making a difference. 2. Trust September 2017 sickness levels are the lowest in September for 3 years. 3. Pleased to note progress is being made on ACPs, Physician Associates and F3 Foundation graduate, being funded 50% by the Deanery, and 50% by Operations. 	
Items of Concern requiring further discussion at the Board:	
<ol style="list-style-type: none"> 1. Winter pressures are starting to impact operations – causing strain on staff and requiring staff to work differently. 2. Four tenders currently underway in Community Operations, this may carry a significant level of risk to staff morale within these groups. 3. Key gaps at senior nursing level within the Trust – causing strain and anxiety. 4. Need for increased managerial challenge of staff as to why they are off sick when they self-report absence due to illness. There are 10 staff years lost through sickness for “unknown” reasons as at September 2017. 5. Challenges in staff turnover therapists, radiology, and clerical staff. 	
Items for Information that WSTC continue to monitor/seek assurance on:	
Action Required by the Trust Board:	
The Trust Board is asked to note the report and support any further action required.	

Name: Sandra Hills, Non-Executive Director, and
Jayne Adamson, Director of People and Organisational Effectiveness

Date: 20 November 2017