

NLG(18)060

DATE OF MEETING	27 February 2018
REPORT FOR	Trust Board of Directors – Part 1
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 Tuesday 20 February 2018
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:	27 February 2018
Report From:	WSTC meeting on 20 February 2018
Highlight Report: NLG(18)103	
Items of Positive Progress to highlight to the Board:	
<p>Workforce Business Partners aligned to Divisions will be in place by April – work is underway to identify workforce information provision to support effective management.</p> <p>Successfully achieved 91% of the target on Apprenticeships within the Trust – a fantastic job by Rachel McGuire and Harriet Stephens.</p> <p>Promoting Professional Pride Initiative launched via e-mail from Peter Reading CEO last week. 30 responses received within the first 30 minutes and now over 100 received with high level of volunteers. Launch event to be held on 07 March.</p>	
Items of Concern requiring further discussion at the Board:	
<p>Winter pressures within the Trust have highlighted the need for a Board discussion and view regarding:</p> <ul style="list-style-type: none"> • Registered Nurse to non-qualified nurse/nurse associate ratios on wards that do not achieve CQC/NHSI guidelines but ensure adequate workforce numbers to mitigate risks to patient care. • Use of escalation beds when clearly there are not adequate staffing numbers to support them. <p>The position on PADR compliance has worsened for the month of January (68% compared to 75% in December 2017)</p> <p>Occupational Health Service – size of team and focus on flu vaccination has created delays in processing new recruits to the Trust – mitigation actions have been put in place but further consideration of provision is required.</p>	
Items for Information that WSTC continue to monitor/seek assurance on:	
No items for information	
Action Required by the Trust Board:	
<p>The Trust Board is asked to note the report and support any further action required.</p> <p>To consider the Trusts approach to registered nurse to non-qualified nurse/nurse associate ratios and the use of escalation beds at peak activity times.</p>	

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

Date: 22 February 2018