

Board of Directors (in Public)

Item 7.1.2.1

Subject: BAF Key Issues Report
Date of meeting: 3rd July 2018
Prepared by: Jo Twist/Director of Workforce Development
Presented by: Mark Jones/Non-Executive Director/People Committee Chair
PC Meeting Held: 19th June 2018
Purpose of Report : For Note

Agenda Item	Lead Exec	BAF RAG	Assurance Received	New/Emerging Risks	Actions/Comments
BAF 4.1 Retention	JTw	4 x3= Major/possible	<p>The committee welcomed the progress being made with the proposed framework for a Trust Retention Strategy and the information gathering to support its development.</p> <p>To support the delivery of Team LHCH Framework three strategies are being developed: Retention, Recruitment and Development. These will be underpinned by a number of plans including H&WB, E&I, Workforce Utilisation and Leadership</p> <p>The committee welcomed the progress being done by the Education and Learning Team with its presentation on its Education and Development Strategy</p>		<p>Retention Strategy to be presented at the next People Committee with an understanding of what are the critical roles that we need to focus on with an acceptance that some areas will have a higher area of turnover due to us being a small specialist Trust. Focus on 5 specific work streams:</p> <ul style="list-style-type: none"> • Culture and leadership • Positive and flexible working environment

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					<ul style="list-style-type: none"> • Recognition and engagement • Career progression and development • Pay and benefits Engage with staff via LIA to develop strategy Development of a Recruitment Strategy and a Development Strategy
BAF 4.1 Junior Doctor Training programme	RP	4 x3= Major/possible	<p>Assurance provided to the committee of the plans in place to support the releasing of the surgical junior trainee doctors to undertake more training. There is a plan to mitigate the risk with the ANP/ACCP programmes. The plan has been presented to the Deanery along with a review of the surgical trainee programme, with a report due back shortly.</p> <p>Successful recruitment and lifting of the COS visa restrictions all supporting reduced rota gaps and risk for August 2018 rotation</p>		<p>A trial of and ANP releasing a junior doctor two days per week progressing with overall intention to go 5 days per week.</p> <p>Need to ensure retention plan in place to keep ANP staff in both Critical care and the wards as critical roles</p> <p>People Committee to continue to monitor to be assured that the agreed measures are having the impact expected</p>

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BAF 4.2 Talent Management		3x3 = Moderate/Possible	The committee welcomed the presentation on Talent Management and support the process being described to identify our future talent, identify critical role gaps and skills and support emerging talent and all staff with the appropriate leadership and development moving forward.		Review branding of talent grids and how the appraisal score and talent panel score are fed back to staff
BAF 4.2 Staff Survey 2017 and Key Workforce KPIs mapping		3x3 = Moderate/Possible	The committee welcomed the positive results from the Staff Survey 2017 and its correlation with key workforce KPIs The next steps now is to consider how these are maps are shared wider and mapped to further questions around appraisal and development and mapped with similar questions asked in the LIA pulse survey and data gathered from other sources		Review areas of good practice highlighted in the results to ensure this leaning is embraced in all areas and target support to areas were identified Map with LIA data for further correlation or to highlight improvement since the last survey Review of workforce dashboards New NHSI guidance on FTSU recently received with the team to undertake self-assessment and review triangulation of all related Trust data and how this is reported

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Assurance Reporting from Committees