

Item 7.2.3a
People Committee
Tuesday 8th December 2015

**BAF key
issues**

BAF Ref – Principal risk	Assurance Received	New / Emerging Risks	Impact on BAF Risk Rating	Actions / Comment
7	Surgical Trainee Doctors GMC Enhanced Monitoring	None	None	<p>Following the Deanery visit on 22nd October 2015, the Trust had received feedback that although a number of improvements had been made, the Trust will remain on enhanced monitoring for the next 12 months.</p> <p>The action plan has been updated to address the issues raised and the Trust is writing to the Deanery for clarification.</p>
7	Agency Usage Across the Trust with a focus on Critical Care	None	None	<p>Agency usage has reduced across the Trust but is still above the improvement trajectory agreed with Monitor, especially in SICU.</p> <p>The actions to reduce this focus on improving recruitment by reducing the time to hire and a targeted campaign, tackling high levels of turnover in staff with less than two years of service through increased development opportunities, improved shift efficiency through the introduction of the Allocate electronic rostering system and reduction in sickness absence through more effective management and support for staff.</p> <p>In addition to the measures described above, overtime and bank rates have been reviewed following Listening into Action feedback suggesting that these should be made more competitive with agency. A</p>

				<p>fortnightly bank pay day has been introduced from December and weekly pay for bank shifts will be implemented in April 2016.</p> <p>Targeted recruitment plans are in place for the highest agency usage areas mainly SICU, theatres and cath labs.</p>
7	Junior Doctor gaps in rotations for 2016	None	None	<p>The Trust is anticipating a further reduction in junior doctor placements in 2016.</p> <p>Contingency plans are being implemented to mitigate this gap including recruitment of a further 6 additional Advanced Nurse Practitioners and a band 8a Prescribing Pharmacist. This will result in an additional cost pressure for 2016/17 and beyond as the funding will go when the posts are withdrawn.</p>
7	Appraisal Rates	None	None	<p>The Trust's appraisal rate was reported as 72% against a target of 85%. Support is being given to areas of low compliance with the focus on completing all appraisals by the end of January 2016.</p>