

Item 7.2.3 People Committee Thursday 1st October 2015

BAF key issues

BAF Ref – Principal risk	Assurance Received	New / Emerging Risks	Impact on BAF Risk Rating	Actions / Comment
7	Trainee Doctors Induction Process	None	None	The Committee received a paper from the Medical Director on the 'Trainee Doctor Induction Programme' which had been revised following concerns raised by the doctors during the last Deanery visit. The feedback about the new process from the new intake of doctors has been overall very positive and the Committee gained assurance that lessons had been learned and improvements made. The next Deanery visit is on 22nd October.
7	Agency Usage Across the Trust with a focus on Critical Care	None	None	<p>The Committee received a presentation from the Head of Nursing for Clinical Services together with two papers detailing the upward trend in the use of Agency nurses, particularly in Critical Care and the actions being taken to address the underlying reasons. The actions focused 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 are being</p>

				reviewed following Listening into Action feedback suggesting that these should be made more competitive with agency.
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