

**Board of Directors – Cover Sheet**

<b>Subject:</b>	Workforce Strategy Update	<b>Date: 30<sup>th</sup> November 2017</b>		
<b>Prepared By:</b>	Julie Bacon Director of HR & OD			
<b>Approved By:</b>	Julie Bacon Director of HR & OD			
<b>Presented By:</b>	Julie Bacon Director of HR & OD			
<b>Purpose</b>				
To provide the Board with an update on progress with implementing the Workforce Strategy – Maximising our Potential and present key themes for 2018/19			<b>Decision</b>	
			<b>Approval</b>	
			<b>Assurance</b>	X
<b>Strategic Objectives</b>				
<b>To provide outstanding care to our patients</b>	<b>To support each other to do a great job</b>	<b>To inspire excellence</b>	<b>To get the most from our resources</b>	<b>To play a leading role in transforming health and care services</b>
X	X	X	X	X
<b>Overall Level of Assurance</b>				
	<b>Significant</b>	<b>Sufficient</b>	<b>Limited</b>	<b>None</b>
		X		
<b>Risks/Issues</b>				
<b>Financial</b>	Improving productivity and workforce utilisation and impact			
<b>Patient Impact</b>	Maintain safe staffing levels			
<b>Staff Impact</b>	Improve working lives			
<b>Services</b>	Staffing levels impact service and bed availability			
<b>Reputational</b>	SFH recommended as a great place to work			
<b>Committees/groups where this item has been presented before</b>				
Quarterly updates on progress are presented to the OD and Workforce Committee				
<b>Executive Summary</b>				
<p>This report provides further information on the Workforce Strategy – Maximising our Potential and details progress with transformational actions undertaken over the first two quarters of 2017/18.</p> <p>The report also sets out areas where the Trust is working in collaboration with the wider system on workforce change and identifies key themes for action in 2018/19.</p>				