

Board of Directors

Report

Subject: OD & WORKFORCE COMMITTEE ASSURANCE REPORT

Date: 25th January 2016

Author: Julie Bacon: Director of HR & OD

Lead Director: Claire Ward NED / Ruby Beech NED

Executive Summary

Highlights from the meeting of the Committee on 12th January 2017

1. Update on Nursing Roles

The Committee received a paper which gave an update on the new Nursing Associate role and Nursing Degree Apprenticeship. The Trust is part of the Nottinghamshire pilot programme for the Nursing Associate role and has recruited into its 15 places for the Nursing Associate Trainees (NAT's) from its existing Healthcare Workforce. The NAT's will commence their training at Derby University on 30th January 2017, for 1 day a week to undertake a Foundation Degree (level 5 qualification). It is likely that the Nursing Associate role will be regulated by the NMC, However, final details are still being worked through.

The Nursing Degree Apprenticeship will enable people to train to become a graduate registered nurse. Derby University is one of four national trailblazer sites. It is likely to take 4 years of part-time learning and practical placement to achieve the level 6 qualification. The apprentice levy will fund the training but not the employment costs. Therefore, the Trust would need to find funding for this.

Theoretically, it would be possible for a Nursing Associate to progress towards a Nursing Degree Apprenticeship. However, the arrangements are not yet in place.

2. Recruitment Report

The Committee received an update on recruitment activity. 40 Healthcare Support Workers commenced on 9th January and a Recruitment Event held on 4th January 2017 for nurses proved very successful with 16 offers being made. Social media played a big part in the promotion and the success of this event.

It was also noted that a new nursing recruitment campaign has started which involves just one advert promoting the breadth of opportunities the Trust has for registered nurses, using key marketing materials which include:

- A bespoke video that can be used in future recruitment campaigns
- 'Talking heads' style snapshots of staff promoting the Trust as an employer
- Key messages to promote SFH based on an insight piece of work with nurses
- Expansion in the use of social media channels
- Bespoke branding linked to promotional materials
- Campaigns in key regional shopping centres

The report also detailed the pre-Christmas campaigns for Divisional Management and jobs in the PMO. Some project and operational managers have been appointed. However, some of the Divisional Management roles will be re-advertised.

3. Guardian of Safe Working Hours

The Committee received a report on the junior doctors contract implementation. It identified that the Trust has a process in place for “exception reporting” which is a key part of the contract and identifies where a Doctor has worked additional hours above their contract or where they are not receiving appropriate education / training. Dr Sihota, the Guardian of Safe Working Hours will attend future meetings and present the exception report.

All 36 Foundation year 1 Doctors are now on the new contract. Since they commenced on 7th December 2016, only five exceptions reports have been received, which is only a very small proportion given the number of shifts they have worked since then. It was also noted that 11 junior doctors will be moving on to the new contract in April 2017 and the remaining 170 in August 2017.

4. Review of Principle Risks on the Board Assurance Framework (BAF)

The two workforce risks on the BAF were discussed, these being AF6 and AF7. The new IR 35 legislation and its possible impact on the supply of interims and medical locums in particular was felt to be significant. However, as AF7 already has a score of 16, it was not felt that it should increase further.

Recommendation

It is recommended to the board that the content of this report is noted

Relevant Strategic Priorities (please mark in bold)	
Ensure the highest standards of safe care are consistently delivered by, and for, individuals, teams and departments	Ensure that patients experience the very best care, building on good practice and listening and learning from both negative and positive feedback and events
Provide timely access to diagnosis, treatment and care when people need it and safely reduce the time patients spend in hospital	Raise the level of staff engagement through strong leadership, communication, feedback and recognition
Reduce the scale of our financial deficit by reducing costs, improving utilisation of resources and productivity, and achieving best value for money	Work in partnership to keep people well in the community, and enable them to return as soon as they are ready to leave hospital
Develop and implement a programme of work in conjunction with Nottingham University Hospital NHST to create a new combined organisation	

How has organisational learning been disseminated	n/a
Links to the BAF	See report
Financial Implications/Impact	n/a
Legal Implications/Impact	n/a
Partnership working & Public Engagement Implications/Impact	n/a
Committees/groups where this item has been presented before	n/a