

Board of Directors

Report

Subject: OD & WORKFORCE COMMITTEE UPDATE

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Author: Lee Radford – Deputy Director TED

Lead Director: Julie Bacon – Director HR & OD

Executive Summary

Leadership QIP:

The Committee received a presentation on the progress made on the Leadership QIP which included detailed examples of the work that has been undertaken on the development of a strategic vision, innovative divisional triumvirate leadership development using MBTI profiles, performance management toolbox talks, medical leadership development and talent spotting. The Committee agreed to support the recommendations to turn several actions to blue as they were clearly embedded.

Medical Revalidation Update

The Committee received a briefing paper from the Medical Directors Office on the current status of medical revalidation across the Trust. The Trust is overall 96% compliant with Medical Appraisal. Compliance for Quarter 4 is 87%. A revalidation action plan is part of the wider Quality Assurance Framework in ensuring that there is a plan in place for any deferrals as well as monitoring on going progress.

Evaluation of Impact of Mandatory Training on Patient Care

The Training, Education and Development Department carries out 6 monthly audits into the impact that mandatory training has on patient care. The report showed extremely high levels of compliance of drugs and alcohol screening of patients within 24 hours of admission which staff are trained to do. The report also provided many examples of how staff had used their knowledge gained from completing their mandatory training to deliver high quality patient care and improve their own clinical practices.

Sickness Absence Deep Dive

From April 2015 to March 2016 stress/anxiety/depression, musculoskeletal, gastrointestinal problems and back problems remained the main reasons for staff illness. Mondays were identified as the most re-occurring day for staff to be absent due to sickness. It was agreed that a deeper analysis into Monday sickness would be carried out to understand sickness patterns, themes and resulting actions required in order to better manage it. The Trust, when benchmarked against a number of local and national NHS organisations is below the average current in-month sickness absence rate and rolling average figure. This reflects the proactive approach to the management of sickness absence which is in place across the Trust. However the March 2016 figures for the Trust are 0.75% away from the Trusts target of 3.5%.

Widening Participation Careers Activities Update

A paper was presented to give assurance that the Trust school widening participation activities had a clear programme of events planned for the next 12 months and had expanded its geographical reach to beyond Mansfield and Ashfield. The Trust was successful in hosting the Nottinghamshire work experience hub in 2015 which has helped to significantly increase the number of young people undertaking work experience activities at the Trust and is an important future succession planning pipeline for our organisation.

Review of Exit Interviews from Newark Hospital

A deep dive exercise of 27 exit interviews from Newark Hospital has been carried out and the following key themes were identified, using this and general staff feedback data:

- Generally, satisfaction was expressed with the department and 63% were positive about their line manager.
- 22% were retiring, 15% felt that there was a lack of opportunities and 11% were undertaking further training. 48% were going to work for another NHS organisation
- 33% were unhappy with staffing levels
- 52% enjoyed their job and 44.5% enjoyed the social interaction
- 26% felt staff engagement was good or very good, whilst 18.5% felt that staff engagement was generally poor or very poor
- 37% felt that their contribution was often valued, 15% felt that their contribution was valued occasionally and 15% felt that it had never been valued
- 40% had raised a concern and of those 45% felt that their concern had been addressed.
- 64.3% in 2014/15 said that they had experienced problems balancing their work and personal life, whilst only 38.5% reported this in 2015/16
- In Q3 and Q4 2015/16 100% said that they felt their line manager always or sometimes understood their personal commitments.

Given that the average staff satisfaction score is 2.40 at Newark as opposed to 3.62 across the whole Trust, further work will be taken to better understand and address the lower level of satisfaction at Newark Hospital, linked into the QIP Engagement Workstream.

Recommendation

The board are invited to note the contents of this paper

Relevant Strategic Priorities (please mark in bold)

To consistently deliver a high quality patient experience safely and effectively	To develop extended clinical networks that benefit the patients we serve
To eliminate the variability of access to and outcomes from our acute services	To provide efficient and cost-effective services and deliver better value healthcare
To reduce demand on hospital services and deliver care closer to home	

How has organisational learning been disseminated	It is used to update policies and approaches and
Links to the BAF and Corporate Risk Register	References the Trust ability to resource staff and to keep them engaged, trained and motivated
Details of additional risks associated with this paper <i>(may include CQC Essential Standards, NHSLA, NHS Constitution)</i>	none
Links to NHS Constitution	none
Financial Implications/Impact	none
Legal Implications/Impact	none
Partnership working & Public Engagement Implications/Impact	none
Committees/groups where this item has been presented before	none
Monitoring and Review	none
Is a QIA required/been completed? If yes provide brief details	no