

Appendix 1

'Grey' Actions

Workstream	Action	Sept 16 Position	Oct 16 Position
1. Leadership	1.1.1 Refresh the Trust strategy in light of the direction agreed with regulators and stakeholders	Grey	Grey
	1.1.2 Develop a revised compelling strategic narrative	Grey	Grey
	1.1.3 Develop and deliver a deployment plan to communicate and engage with staff, patients and visitors, in relation to strategy	Grey	Grey
	1.4.7 Implement a talent spotting and succession planning initiative for key senior leadership roles	Grey	Grey
	1.5.5 Robust utilisation of strategic partners to develop peer support programme for specific Non-executive assurance roles	Grey	Grey

Workstream	Action	Sept 16 Position	Oct 16 Position
3. Recruitment & Retention	3.4.1 Agree and assign staff retention targets for Divisions, with particular emphasis on newly recruited nursing staff, monitored by ET Performance Review meetings	Grey	Green
	3.5.3 Conduct a nursing skills audit of non-MAST clinical practice capacity. Address gaps through further training and or recruitment of staff with appropriate skills. Deploy and monitor training capability for each shift	Grey	Grey

Workstream	Action	Sept 16 Position	Oct 16 Position
4. Personalised Care	4.4.1 Based on national guidance and best practice, define model of care for specialist palliative care and end of life care	Grey	Grey

Workstream	Action	Sept 16 Position	Oct 16 Position
6. Timely Access	6.6.13 Review risks and functionality of Medway PAS (as part of review of migration)	Grey	Green

Workstream	Action	Sept 16 Position	Oct 16 Position
8. Staff Engagement	8.2.1 Analyse the utilisation of current communication channels, staff bulletin and intranet hits, and participation within staff groups	Grey	Blue
	8.4.3 Improve the effectiveness of team brief across the Trust	Grey	Green
	8.4.4 Enhance the approach to staff suggestions on how they are actioned and celebrated	Grey	Green
	8.4.6 Evaluate long term approach to staff engagement e.g. Listening in to Action	Grey	Green

Workstream	Action	Sept 16 Position	Oct 16 Position
9. Maternity	9.2.3 A robust HR intervention to establish clear workforce management processes for rota co-ordination and sign off, workforce planning and leadership development	Grey	Green
	9.3.6 Audit via incident investigation and cardiocograph meetings	Grey	Green

Workstream	Action	Sept 16 Position	Oct 16 Position
10. Newark	10.1.6 In the event that excess capacity is identified, that cannot be utilised by SFH, engagement will take place with other providers to enrich the offer from Newark Hospital, either via existing partnerships or procurement	Grey	Green

Totals	BRAG	Sept 16 Position	Oct 16 Position
	Grey	16	7
	Green	0	8
	Blue	0	1