

**Board of Directors – Cover Sheet**

<b>Subject:</b>	Workforce Report - Resourcing	<b>Date: 27<sup>th</sup> September 2018</b>		
<b>Prepared By:</b>	Julie Bacon: Director of HR & OD, Lee Radford: Deputy Director of TED, Rob Simcox: Deputy Director of HR, Hannah Parry-Payne: Resourcing Manager, Becky Loveridge: Head of Occupational Health/Lead Nurse.			
<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 workforce resourcing activity and provide assurance concerning the management of risks associated with it.			<b>Decision</b>	<b>x</b>
			<b>Approval</b>	
			<b>Assurance</b>	X
			<b>Consider</b>	
<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>
<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<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>	Replacing agency with substantive staff			
<b>Patient Impact</b>	Maintain safe staffing levels and a good patient experience			
<b>Staff Impact</b>	Improve career paths			
<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>				
none				
<b>Executive Summary</b>				
<p>This is the quarterly Workforce Report on Resourcing. It provides an update on workforce planning and activities which help to ensure that the Trust has the right workforce capacity and capability to deliver its services.</p> <p>The Board of Directors are asked to debate and note the report and take assurance that the risk relating to workforce supply is being managed.</p> <p>They are also asked to record their commitment to achieving the ambition of 100% of front line healthcare workers being vaccinated for flu this year.</p>				