

Board of Directors – Cover Sheet

Subject:	Workforce Report - Resourcing	Date: 20th December 2018		
Prepared By:	Julie Bacon: Executive Director of HR & OD, Rob Simcox: Deputy Director of HR, Hannah Parry-Payne: Resourcing Manager.			
Approved By:	Julie Bacon: Executive Director of HR & OD			
Presented By:	Julie Bacon: Executive Director of HR & OD			
Purpose				
To provide the Board with an update on workforce resourcing activity and provide assurance concerning the management of risks associated with it.			Decision	
			Approval	
			Assurance	X
			Consider	
Strategic Objectives				
To provide outstanding care to our patients	To support each other to do a great job	To inspire excellence	To get the most from our resources	To play a leading role in transforming health and care services
X	X	X	X	X
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
		X		
Risks/Issues				
Financial	Replacing agency with substantive staff			
Patient Impact	Maintain safe staffing levels and a good patient experience			
Staff Impact	Improve career paths			
Services	Staffing levels impact service and bed availability			
Reputational	SFH recommended as a great place to work			
Committees/groups where this item has been presented before				
none				
Executive Summary				
<p>This is the quarterly Workforce Report on Resourcing.</p> <p>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. It provides further insight into how the Board Assurance Framework (BAF) risk PR 3: critical shortage of workforce capacity and capability, which is currently viewed as a significant risk is being mitigated.</p> <p>The Board of Directors are asked to take assurance from this report.</p>				