

Board of Directors Meeting in Public - Cover Sheet

Subject:	Workforce Report - Maximising our Potential / Strategic Priority 2 Update		Date: 31 st January 2019	
Prepared By:	Julie Bacon: Executive Director of HR & OD; Rob Simcox: Deputy Director of HR; Lee Radford: Deputy Director of TED & OD			
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 progress with implementing the Workforce Strategy (Maximising our Potential) and Strategic Priority 2 – to support each other to do a great job.			Approval	
			Assurance	x
			Update	
			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	Improving productivity and workforce utilisation and impact			
Patient Impact	Maintain safe staffing levels and a good patient experience			
Staff Impact	Improve working lives			
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 report provides a 2018/19 Quarter 3 update concerning the implementation of the action plan which supports delivery of the Workforce Strategy (Maximising our Potential). Those actions relate to all the Trusts Strategic priorities, and in particular set out actions to achieve Strategic Priority 2 – to support each other to do a great job.</p> <p>The strategy and actions are also instrumental in mitigating the BAF risk PR 3: critical shortage of workforce capacity & capability, which is currently viewed as a significant risk.</p> <p>The report is in the form of a BRAG spreadsheet, with commentary about each individual goal. There are also KPI measurements included relevant to each key area and trajectories. In total as at end of December 2018, there were:</p> <p>25 blue – completed actions 9 green – actions which were always schedule to be delivered in 2018/19 2 amber – action which has experienced minor slippage 0 red – actions which are unlikely to be delivered to overall timescales</p> <p>Good progress has been made in most areas. The goals which has encountered slippage into quarter 4, but should still be completed before the end of 2018/19 are:</p> <ul style="list-style-type: none"> • 3F – New role development – Planned actions are completed. However, the targets for Nurse Associates and Nurse Apprentices are awaited. • 6A - HMRC changes to pensions – development work has been completed on this with a new course available. However, notification of NHS Pensions initiatives in December 2018, 				

means the work will not be fully completed until Q4.

Most KPI's, particularly those relating to the pulse surveys, flu vaccination take-up, sickness absence, medical vacancies and appraisal and mandatory training rates continue to meet targets.

The report now shows a RAG rating for KPI's and trajectories where data is available in year. Updates regarding KPI's are also in the narrative of each goal, with the penultimate column covering KPI performance and risk. It should be noted that the 2018 NHS staff survey report is not available until late February 2019 and therefore the comparative data built into some of these KPI's will not be available until then.

KPI's which are red relate to:

- Trajectories for band 5 RN vacancies – this has moved from red to amber in Q3. The main KPI of under 12% by 31/03/19 may still be achievable
- Completion of the talent map – although the new process has been launched and training made available to 8a+ leaders, take up has been slower than anticipated. Senior leaders are prioritising this in Q4.

The Board of Directors are asked to take assurance from this report that the 2018/19 plan for strategic priority 2 and the workforce strategy "Maximising our Potential" is being delivered and that in general KPI's are showing positive outcomes.

It is expected that all actions in the 2018/19 plan will be completed by the end of quarter 4.