

**Board of Directors Meeting**

<b>Subject:</b>	Medical Workforce Report	<b>Date:</b>	03/10/2024		
<b>Prepared By:</b>	Rebecca Freeman – Head of Medical Workforce				
<b>Approved By:</b>	Simon Roe – Acting Medical Director				
<b>Presented By:</b>	Simon Roe				
<b>Purpose</b>					
The purpose of this paper is to provide an update to the Board relating to the Medical Workforce. This paper is the half yearly Medical Workforce update.		<b>Approval</b>			
		<b>Assurance</b>	X		
		<b>Update</b>	X		
		<b>Consider</b>			
<b>Strategic Objectives</b>					
Provide outstanding care in the best place at the right time	Empower and support our people to be the best they can be	Improve health and wellbeing within our communities	Continuously learn and improve	Sustainable use of resources and estates	Work collaboratively with partners in the community
X	X				
<b>Principal Risk</b>					
<b>PR1</b>	Significant deterioration in standards of safety and care				
<b>PR2</b>	Demand that overwhelms capacity			X	
<b>PR3</b>	Critical shortage of workforce capacity and capability			X	
<b>PR4</b>	Insufficient financial resources available to support the delivery of services.			X	
<b>PR5</b>	Inability to initiate and implement evidence-based Improvement and innovation				
<b>PR6</b>	Working more closely with local health and care partners does not fully deliver the required benefits				
<b>PR7</b>	Major disruptive incident				
<b>PR8</b>	Failure to deliver sustainable reductions in the Trust's impact on climate change				
<b>Committees/groups where this item has been presented before</b>					
Joint Local Negotiating Committee					
<b>Acronyms</b>					
LTFT – Less than full time CESR – Certificate of Eligibility of Specialist Registration NHS – National Health Service ICS – Integrated Care System					
<b>Executive Summary</b>					
The Board is asked to take this Medical Workforce Report as an assurance item and an update from previous reports and to note the following:-					
<ul style="list-style-type: none"> <li>- The progress with job planning, appraisal and revalidation</li> <li>- The increase in the number of resident doctors following the changeover in August and the compliance with elements of the Improving Working Lives Requirements for Resident Doctors.</li> <li>- The progress being made to recruit to the vacancies and the support that is being provided by Remedium Partners.</li> <li>- The work that is taking place surrounding the implementation of bank rates for Specialists and Consultants.</li> <li>- The progress being made relating to the annual leave audit.</li> </ul>					