

Board of Directors – Cover Sheet

Subject:	Workforce Report - Maximising our Potential / Strategic Priority 2 Update	Date: 31st May 2018		
Prepared By:	Julie Bacon Director of HR & OD; Rob Simcox: Deputy Director of HR; Lee Radford: Deputy Director of TED & OD			
Approved By:	Julie Bacon Director of HR & OD			
Presented By:	Julie Bacon 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.			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	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 2017/18 Quarter 4 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 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. In total as at end of March 2018, there were:</p> <p>22 blue – completed actions 2 green – actions which were always schedule to be delivered in 2018/19 1 amber – action which has experienced minor slippage and will be completed Q1 2018/19 0 red – actions which are unlikely to be delivered to overall timescales</p> <p>Additionally, two actions have been changed as explained in the commentary.</p> <p>Significant improvement has been seen in most KPI's, particularly those relating to the staff survey, sickness absence, medical vacancies and appraisal and mandatory training rates. Although there has been some improvement in nursing vacancy KPI's, there has been some slippage back since the Autumn 2017. This is a trend which has been seen a number of times in the Spring where appointments to vacant nursing positions are made but the successful candidates are student nurses who are not available until August / September.</p>				