

Board of Directors

Report

Subject: OD & WF COMMITTEE UPDATE

Date: 28th January 2016

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Executive Summary

Sickness Absence:

An 'Addressing Sickness Absence' paper was presented to OD & Workforce Committee which outlined key actions for the reduction of sickness absence within the Trust. A key recommendation was the creation of an Attendance Management Project Team, to be based within HR, dedicated to the reduction of absence Sickness Absence - Overall for Trust.

This would be a time limited initiative to drive improvement in sickness rates through more consistent liaison between parties and active performance management of processes. The committee were supportive of this proposal and work is now being progressed to a full business case, detailing, team remit, financial implications and return on investment. HRBPs are meeting with Occupational Health to improve collaborative working with the aim of improving the management of long-term sickness.

Raising Concerns:

The draft Raising Concerns Policy was discussed at the OD and Workforce Committee and the committee were supportive of the revised policy which promotes the role of Raising Concerns Guardians and strengthens the role of the Executives in ensuring that the organisation learns lessons from concerns raised. It was agreed that a simple flow chart would be developed signposting staff to where they can raise concerns. The Policy will be presented to Board in February for approval.

Recommendation

The board are invited to note the contents

Relevant Strategic Priorities (please mark in bold)

To consistently deliver a high quality patient experience safely and effectively	To develop extended clinical networks that benefit the patients we serve
To eliminate the variability of access to and outcomes from our acute services	To provide efficient and cost-effective services and deliver better value healthcare
To reduce demand on hospital services and deliver care closer to home	

How has organisational learning been disseminated

Links to the BAF and Corporate Risk Register

Details of additional risks associated with this paper <i>(may include CQC Essential Standards, NHSLA, NHS Constitution)</i>	
Links to NHS Constitution	
Financial Implications/Impact	
Legal Implications/Impact	
Partnership working & Public Engagement Implications/Impact	
Committees/groups where this item has been presented before	
Monitoring and Review	
Is a QIA required/been completed? If yes provide brief details	