

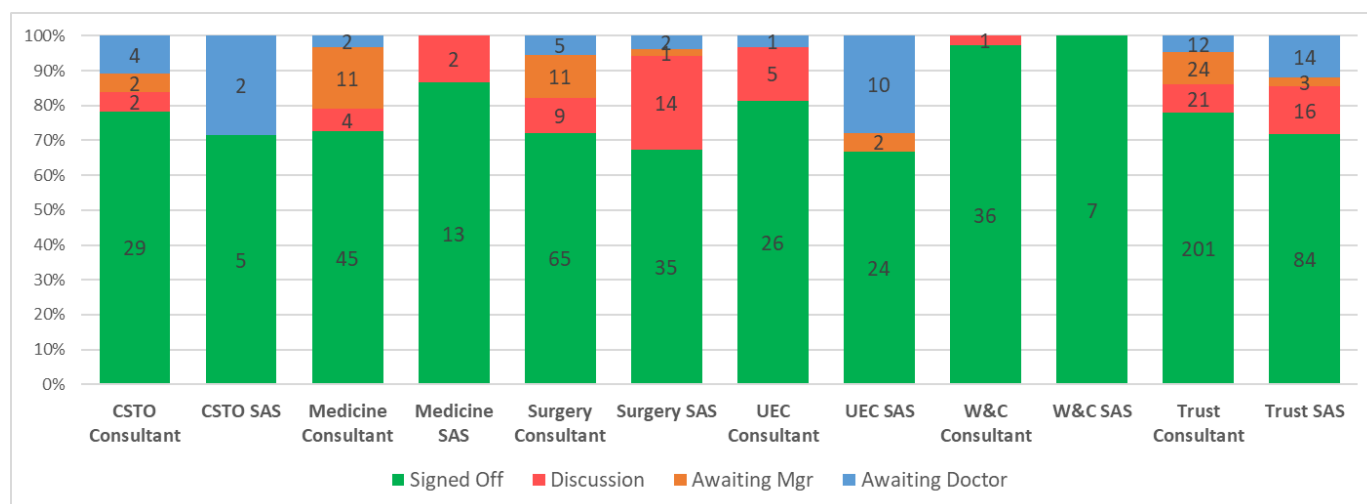
## Medical Workforce Report – March 2025

### Looking After our People

#### Job Planning

The job planning round for 2025/26 has started, with around 200 April 2025 job plans being published. For 2024/25, we have a successful sign off completion of 80% of the Consultants and 71% of the SAS doctors job plans.

There have been some new Heads of Service appointed since the last job plan round started, so our Team will be offering training on the eJobPlan system and the Trust processes and procedures.

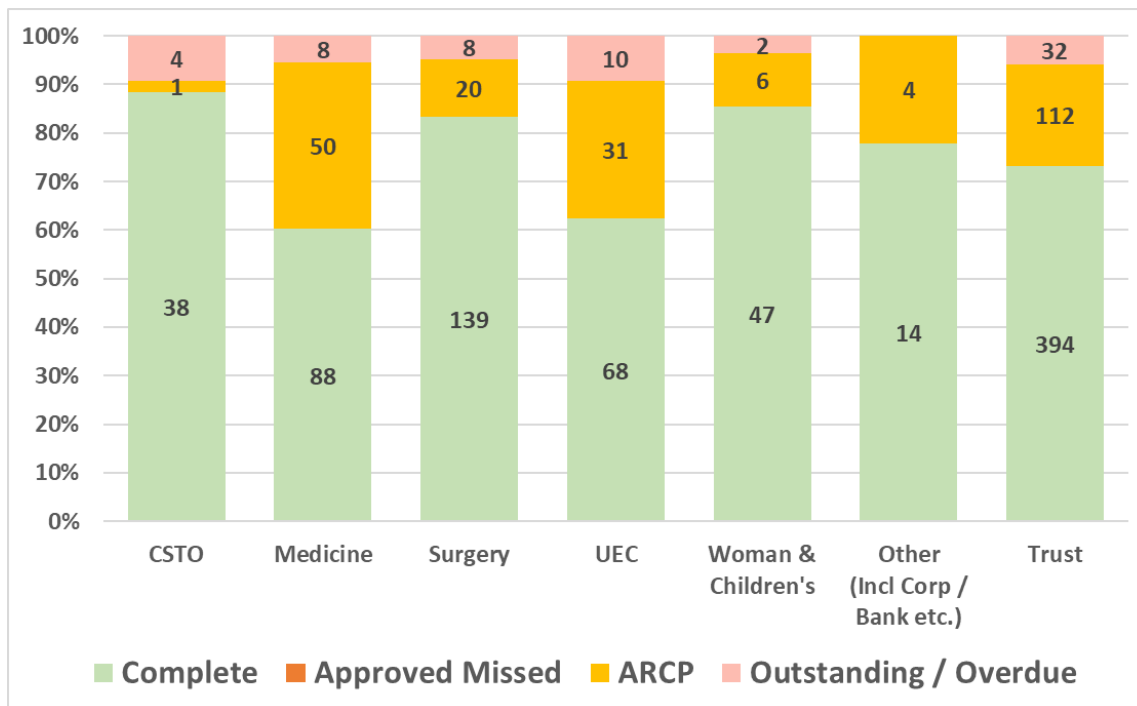


The revised Trust Job Planning Toolkit was approved by the JLNC at the February 2025 meeting. Sessions will be held with Heads of Service advising of the key changes to the toolkit and the implications of those changes and a communication will be sent to Consultants and SAS Doctors. Drop-in sessions will also be held for anyone with further questions about the Toolkit.

#### Appraisal

Following a targeted approach over the past few months, from the Medical Workforce Team and the Appraisers, we have successfully attained a 94% completion rate for January.

The Trust currently has 27 appraisers undertaking appraisals. The Trust now has over 420 individuals that require an appraisal (excluding those that complete an ARCP portfolio) therefore an exercise will be undertaken to request expressions of interest again for new appraisers in the coming months.

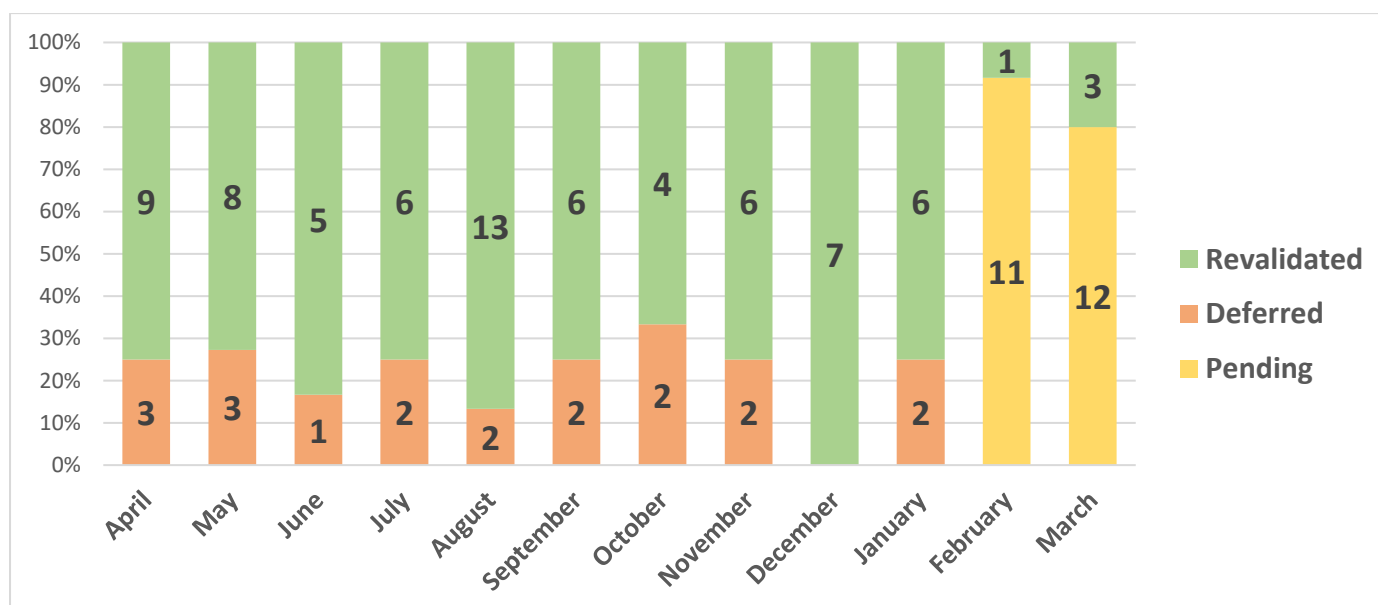


## GMC Revalidation

The GMC Revalidation year runs adjacent to the financial year and for 2024/25 we had originally had 120 doctors due for revalidation. However, since Resident Doctors (RD) change over in August, we have had a few of our Clinical Fellows leave for RD posts and this has reduced our numbers of revalidation required to 116.

Of the 116, 74 have been revalidated, and 19 deferred for various reasons. The majority of which due to lacking appraisal outputs or new doctors that haven't established their evidence since starting with the Trust.

## 2024/25 Revalidation Tracker



## Belonging in the NHS

### **Doctors Mess**

The Well Being spaces for staff have now been completed between the KTC Clinics in what were known as the KTC Fingers enabling the work on the doctor's mess to commence.

### **Resident Doctors Forums**

Since the last report, the Resident Doctors Forums have been established and the Associate College Tutors appointed to. The Associate College Tutors are resident doctors representing specialties across the Trust who are responsible with the support of the Rota Coordinators for holding forums in each area. After the regular specialty forums the Associate College Tutors meet and agree the points that they want to raise at the Resident Doctor Board meeting. There have been two Resident Doctor Board meetings where the Tutors meet with members of the Executive Team to raise issues. These meetings are coordinated by the Chief Registrar and are well attended by the Associate College Tutors. Both meetings have been productive with appropriate issues being raised and any required action is taken following the meeting and fed back to the Associate College Tutors and the Chief Registrar following investigation. Initial feedback is that the change to the Resident Doctors Forum and the introduction of the Associate College Tutors has improved engagement and resident doctors feel empowered to raise concerns.

## New Ways of Working

### **Annual Leave Audit**

Work is continuing with the Medical Staff Annual Leave Audit. A number of discussions have taken place with the Joint Local Negotiating Committee and a communication has been developed by the joint LNC chairs that will be sent to all clinicians involved in the Audit. The communication clarifies some principles of the audit, confirms that a person-centred approach will be taken and that the key aim of the audit is to ensure fairness and equity in the allocation of annual leave. It is anticipated that the audit will be completed by the end of March and following the audit, the Trust annual leave guidance will be updated and processes for ensuring that annual leave entitlements and leave booking patterns are amended as required with job plan changes going forward.

### **Rates of Pay for Work undertaken in Addition to Contract for Consultants and Specialists**

An analysis of payments that are currently being made to Consultants and Specialists for work undertaken in addition to contract including what is described as waiting list initiative work has been undertaken. The analysis has shown that the rates being paid are variable across different specialties and as such further analysis is being undertaken to develop a proposal that is fair and equitable. Initial conversations have taken place with Clinical Chairs and further work is underway to develop a proposal to be taken through our governance processes.

### **Bid for Additional Training Posts for August 2025**

The Trust has bid for 8 training posts for August 2025. All these bids will replace other posts most of which will be Clinical Fellow posts.

Specialty	Number of Posts	Grade of Post
Gastroenterology/Geriatrics/Respiratory	3	CT1
Respiratory	1	ST4
Trauma & Orthopaedics	1	ST3+

Geriatrics	1	ST3+
Anaesthetics	1	ST4
Radiology	1	ST1

The Trust will know within the coming weeks whether the bids have been successful. Should that be the case it will result in an overall cost saving as these posts will come with funding for approximately 40% of the basic salary.

## Conclusion

The Board of Directors are asked to take this Medical Workforce Report as an assurance item and an update from the previous report and to note the following:-

- The progress with job planning, appraisal and revalidation.
- The development of the Resident Doctors Forums
- The work that is being undertaken in relation to the annual leave audit and the planned completion date of end March 2025.
- The work that is on going looking at the rates of pay for work undertaken in addition to contract for Consultants and Specialists.
- The bids that have been submitted for additional training post for August 2025.