

Board of Directors Meeting in Public - Cover Sheet

Subject:	Medical Workforce Report		Date:	06.03.25		
Prepared By:	Rebecca Freeman – Head of Medical Workforce					
Approved By:	Simon Roe – Acting Medical Director					
Presented By:	Simon Roe – Acting Medical Director					
Purpose						
The purpose of this paper is to provide an update to the Board of Directors relating to the Medical Workforce. This paper is the half yearly Medical Workforce update.				Approval		
				Assurance	X	
				Update	X	
				Consider		
Strategic Objectives						
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		X			
Principal Risk						
PR1	Significant deterioration in standards of safety and care					
PR2	Demand that overwhelms capacity					X
PR3	Critical shortage of workforce capacity and capability					X
PR4	Insufficient financial resources available to support the delivery of services					X
PR5	Inability to initiate and implement evidence-based Improvement and innovation					
PR6	Working more closely with local health and care partners does not fully deliver the required benefits					
PR7	Major disruptive incident					
PR8	Failure to deliver sustainable reductions in the Trust's impact on climate change					
Committees/groups where this item has been presented before						
None						
Acronyms						
SAS – Specialists and Specialty Doctors JLNC – Joint Local Negotiating Committee ARCP – Annual Review of Competency Progression GMC – General Medical Council RD – Resident Doctor KTC – Kings Treatment Centre						
Executive Summary						
Conclusion						
<p>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: -</p> <ul style="list-style-type: none"> - 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 ongoing 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.