

Workforce Committee

Key summary points from the Workforce Committee held on Monday 24th April 2017:

1. Potential Workforce Implication of Brexit

The Committee received a presentation from the Workforce Director on potential workforce impacts of Brexit. This included freedom of movement, mutual recognition of qualifications, legislation and mutual co-operation. The Trust currently employs 148 European Nationals, across a range of staff groups. Until Brexit negotiations progress it will be difficult to fully assess the impact, with this in mind the Committee agreed to receive quarterly updates on this agenda item. This matter has also been added to the Risk Register.

2. Staff Survey –Improving employment experience

The Committee received a presentation from the Workforce Director on improving the employment experience following a discussion at the last Committee. The Head of OD and Care Group Directors shared the initial feedback from staff engagement sessions. A number of strong themes are coming through, are based on respect. It was agreed that this would be further explored with staff and feedback given at the next committee.

3. Leadership Academy

The Committee received a presentation from the Workforce Director describing Leadership Academy. The Academy has developed a framework of leadership and development programs support this. The Leadership Compact was developed with support from associates of Virginia Mason however feedback from staff means that this will be called a Values in Practice Agreement. The Committee received a brief update on the core components of the academy programme which aims to provide 1100 leadership development opportunities in the first year. The Board will receive an update and the Academy will be launched in May.

4. Workforce Transformation

The Workforce received the workforce profile with information regarding transformation to date, this included Advance Clinical Practice, Apprenticeships, Nurse Associates and Advanced practice. The committee discussed the opportunity for the future in terms of new roles and ways of working, a timeline for a full Organisational plan was discussed. The Organisation will need to be brave as to truly achieve transformation scale and investment will be required.

5. Apprenticeship

The Head of OD and Transformation presented a paper on the Apprenticeship Levy which provides the Trust with ring fenced funds of £900,000 to support apprenticeships. The Trust has a number of workforce risks which could be supported through the apprenticeship levy. The Committee asked that this work was progressed especially given the workforce challenges of the Trust.