

## Workforce Committee

Key summary points from the Workforce Committee held on Monday 16<sup>h</sup> July 2017:

### 1. Support Services

Continuing with a refreshed approach the committee spent time with the Support Services Care Group. Members of the committee spent time with the management team discussing their workforce plan, within this the challenges facing the Care Group are clearly understood as well as recruitment difficulties the demography of the workforce presents a risk. The team talked through their approach to mitigate this risk, which includes new roles and different ways of working. The Care Group has already begun this transformation work which was pleasing to see however the need for scale is evident. The committee was pleased to see strong performance in terms of Workforce, this included low absence and high appraisal rates.

The Care Group shared their response to the staff survey; the approach is a sound one and has provided a clear focus for the team.

### 2. Lampard Review

The Committee received an update relating to the Lampard review, the committee raised that it was not satisfied that the plan specifically answered the points of the review. The committee asked that this was reviewed to provide assurance to the committee, whilst a number of areas were identified as being achieved the committee wanted a more robust response. The committee recognised that two areas were identified as requiring further development: identification checks of temporary workers, volunteers and visitors required a standard approach. As well as three yearly DBS checks are also being reviewed. The committee has asked to receive a virtual update within a week of committee and the full plan to come back in October.

### 3. Clinical Training

The Committee received a paper which captured the breadth of clinical training taking place within the organisation. At present training information is held in a variety of different locations and portfolios which can, at times lead to delays in reporting and also an organisation wide view. A range of options were presented to the committee; the committee has asked the Education committee to explore the options. In addition the Committee has asked the Education Committee to extend its terms of reference to include reviewing the impact of training and learning to support a learning culture.