

## Workforce Committee

Key summary points from the Workforce Committee held on Monday 19<sup>th</sup> November 2018:

### 1. EDS2 Report

The Committee received the Equality Delivery System (EDS2) Report which is a legal requirement as a public sector organisation. An annual report is published to demonstrate compliance with the Public Sector Duty as defined by the Equality Act 2010. A number of key developments have been made including a stakeholder event involving Yvonne Coghill, National Lead for Workforce Equality and Professor of Primary Care and Head of Child Health at Imperial College London. An Equality and Diversity Sub Committee will be set up and chaired by Chris Weiner, Non-Executive Director and will report in to the Workforce Committee. The Workforce Committee approved the report.

### 2. OD Plan update

The Committee received an update on the Organisation Development Plan (OD) which will be finalised next month. The Committee noted the diagnostic work and priorities. This will then be presented at Workforce Committee in December and Trust Board in January.

### 3. Update on Junior Doctors

The Committee received an update on the Eight High Impact actions to improve the working environment for Junior Doctors. One of the key areas of focus has been the availability of hot food on a 24/7 basis for junior doctors. An interim measure will be put in place offering hot food in the doctor's mess. The Committee recognised the importance of availability of hot food for all staff groups and further discussions with the catering department are scheduled. The Committee were pleased to see improvements in a number of areas. The Committee were informed that improvements have also been made to the Doctor's messes at both sites.

### 4. Workforce Travel Plan

The Workforce Committee received the Workforce Travel Plan which is aimed at supporting the Trust to ensure travel throughout the Trust is sustainable. There was a recognition that there are lots of objectives that will need to come together to achieve sustainable travel throughout the Trust. The Future Fit outcome will influence this plan but an annual plan is part of the planning requirements with Telford and Wrekin Council. This plan was being presented at JNCC on Wednesday for noting by Staff Side colleagues and will then progress to Trust Board in November.

### 5. Update from Guardian of Safe Working, Freedom to Speak Up Guardians, Director of Medical Education

The Committee received a quarterly update from the Guardian of Safe working (GOSW), Freedom to Speak Up Guardians (FTSU) and Jenni Rowlands. The FTSU's shared that they have received 33 cases, and behaviours remain a key theme. They believe there are correlations between challenged staffing areas and behaviours. The FTSU informed the Committee that FTSU Champions will be recruited in to and expressions of interest have already been received.

Director of Medical Education provided some feedback following the national survey to JEST which came out on Friday. There are a high number of positives in the report, however there are challenges in areas such as surgery. The Committee were assured that the Medical Director and Deputy Medical Directors will be reviewing the report and addressing concerns raised. This report will also feed in to the Clinical Governance Executive (CGE) to provide assurance to the Board. Work is progressing on the mess at PRH and accommodation work with Telford and Wrekin Council along with the completion of the simulation suite last week in Cophthorne Building.

The GOSW provided an update and some background to this role and confirmed that of 214 doctors in training 13 reports were received. Issues have been highlighted around trainees working over their hours that have not opted out and the medical staffing team will resolve this. The GOSW raised the time limitations of the role, this is being addressed through the Medical Director.

**6. Staff Survey**

The Committee discussed the current response rate for the staff survey. The Committee are keen to achieve the highest rate possible and asked that all efforts were made.

Chris Weiner  
19<sup>th</sup> November 2018