

Workforce Assurance Committee Key Issues Report

Report Date: 29 th October 2020		Report of: Workforce Assurance Committee
Date of last meeting: 27 th October 2020		Membership Numbers: 3 Quoracy met = yes
1	Agenda	<p>The Committee considered an agenda which included the following:</p> <ul style="list-style-type: none"> • Governance Going Forward. • Workforce Assurance Report & Employee Relations Report • Reporting to Board • Culture • BAF • JNCC Committee Summary • AOB items: Flu Vaccination program • Overseas nurses
2a	Alert	<p>The Committee wish to alert members of the Board that:</p> <p>The numbers of staff required to isolate continues to increase through September due to various factors including periods of household isolation due to a member of the household being symptomatic and staff being required to isolate due to test and trace. Although, 80% of staff absent due to household isolation return within 7 days with over 50% returning within 3 days indicating staff and households are referred quickly</p> <p>In addition, absence related to mental health continues to be high with 32% of all non-covid sickness attributed to it which equates to 75 FTE. Workforce wellbeing is therefore a key focus area.</p> <p>The Committee were provided with a verbal update on the flu vaccination program. The Committee were informed of some challenges with the on-line booking process which had been shared at the virtual Genba which had been conducted with HDU/ITU Departments at both RSH and PRH.</p>
2b	Assurance	<p>The Committee wish to assure members of the Board that:</p> <p>A verbal update was provided regarding the continued support which the Trust is providing to our Overseas Nurses. The Trust has also been approached by other Trusts as an exemplar of the Overseas recruitment and onboarding process.</p> <p>A verbal update was provided around the Culture program which the Trust continues to move forward. Further updates will be provided directly to the Board.</p>
2c	Advise	<p>The Committee wish to advise members of the Board that:</p> <ul style="list-style-type: none"> • Following a review of the Trust Governance Structure the Board of Directors were informed that the Workforce Assurance Committee would be dis-established. The work of the Committee and Cycle of Business would transfer to other Committees of the Board, as appropriate.
2d	Review of Risks	The Committee were unable to review the Workforce BAF fully as work on this is still being undertaken

		With the committee being dis-established the action points, work of the Committee and cycle of business for the Workforce Assurance Committee needs to be effectively reviewed, agreed and deployed to the respective receiving Committees.		
If there are changes to content or new risks identified the Committee recommends to the Board				
Click for BAF risk option				
Recommendation:				
3	Actions to be considered by the Board	<ul style="list-style-type: none"> Report to be noted 		
4	Report compiled by	<i>Teresa Boughey</i> <i>Chair of Committee</i>	Minutes available from	<i>Marie Devitt</i> <i>Committee Support</i>