

**REPORT TO THE TRUST BOARD** *December 2014*

<b>Paper Title:</b>	Workforce report
<b>Sponsoring Director:</b>	Wendy Brewer, Director of Workforce and Organisational Development
<b>Author:</b>	Stella Pantelides, Non-Executive Director, Chair of Workforce and Education Committee
<b>Purpose:</b>	<i>To provide a report to the board from the workforce and education committee</i>
<b>Action required by the board:</b>	For information
<b>Document previously considered by:</b>	Workforce and education committee
<p><b>Executive summary</b>  <i>Key points in the report and recommendation to the board</i></p> <p><b>1. Key messages</b></p> <p>The report provides the board with a summary of the discussion that took place at the workforce and education committee on 4<sup>th</sup> December 2014.</p> <p>Subjects covered included:</p> <ul style="list-style-type: none"> <li>• The workforce strategy and staff survey action plan</li> <li>• Education</li> <li>• Recruitment</li> <li>• Workforce efficiency.</li> </ul>	
<p><b>Key risks identified:</b>  <i>Key workforce risks include:</i></p> <ul style="list-style-type: none"> <li>• Failure to reduce the unacceptable levels of bullying and harassment reported by staff in the annual staff survey.</li> <li>• Possible reductions in the overall number of junior doctors available with a possible impact on particular speciality areas.</li> <li>• Failure to maintain required levels of attendance at core mandatory and statutory training (MAST)</li> </ul> <p>A new risk has been added to the board assurance framework:</p> <ul style="list-style-type: none"> <li>• Failure to recruit and retain sufficient staff in relation to annual turnover rates and to safely support future increases in capacity'</li> </ul>	
<p><b>Related Corporate Objective:</b>  <i>Reference to corporate objective that this paper refers to.</i></p>	<p><b>To develop a highly skilled and engaged workforce championing our values that is able to deliver the trust's vision.</b></p>
<p><b>Related CQC Standard:</b>  <i>Reference to CQC standard that this paper refers to.</i></p>	<p><b>Are services well led?</b></p>