

NORTHUMBERLAND, TYNE AND WEAR NHS FOUNDATION TRUST

BOARD OF DIRECTORS

Meeting Date: 23 September 2015

Title and Author of Paper:

Workforce Directorate Quarterly Update
Lynne Shaw, Deputy Director of Workforce and OD

Paper for Debate, Decision or Information: For Information

Key Points to Note:

The Workforce Directorate quarterly report outlines some of the key work and developments within the Directorate. Includes updates on:

1. Health and Wellbeing Strategy
2. The Equality Delivery System 2
3. HENE Commissioning Proposals 2016/17
4. Freedom to Speak Up
5. Raising Concerns
6. Managing Attendance Training
7. International Recruitment
8. North East Leadership Academy Programmes
9. North East Leadership Academy Awards

Outcome required: For Information.

Workforce Directorate Quarterly Report

23 September 2015

1. Health and Wellbeing Strategy

The Trust's first Health and Wellbeing strategy was agreed at Corporate Decisions Team on 14 September 2015. The strategy aims to demonstrate the commitment to supporting staff to maintain and protect their health and wellbeing and is a key element of the recently agreed Workforce Strategy. The duration of the strategy is 2015 – 2020 but there is a planned review of the document in 12 months following a Health Needs Assessment of staff across the Trust.

2. The Equality Delivery System 2

The Equality Delivery System 2 and Workforce Race Equality Standard ratings were ratified at Trust Board in June. A detailed action plan to address issues identified as part of the rating process was taken to July Corporate Decisions Team and approved with further discussions at Group Business Meeting and the Equality and Diversity Steering Group about how best to put the actions into practice.

As a result work has started on actions, with a particular focus on gathering information for the equality and diversity information hub and in identifying a way forward for an equality analysis of our service provision.

As part of our requirement of the NHS Standard Contract we have made available our EDS2 and Workforce Race Equality Standard submissions to NHS England and we have been informed that work on analysing data from the July WRES baseline reports for NHS provider organisations is due to commence. During the autumn period, workshops have been arranged to support NHS organisations with their implementation and use of the Workforce Race Equality Standard. The Equality and Diversity Lead will be attending the workshop taking place in Newcastle on 4 November.

2. HENE Commissioning Proposals 2016/17

Each year the Trust is required to submit a return to Health Education North East (HENE) outlining forecasts for their workforce for the next 5 years. The return is submitted as part of a wider regional return to Health Education England (HEE) to inform the education and investment plan for the following year.

HENE proposals for 2016/17 have been developed for consultation. A consultation meeting was held on 14 September and a number of professional leads and workforce staff attended to feed in any initial comments with the closing date for comments on 25 September 2015. The final HENE proposal will then feed into the HEE plan for 2016/17.

4. Freedom to Speak Up

The government response to the Freedom to Speak up consultation was published in July 2015. The consultation document considered seven national level policy areas.

The main points to note include:

- A key theme of the responses was that the implementation of the principles and actions should be handled at a local level, rather than the NHS following a single set of nationally mandated procedures.
- The Freedom to Speak Up Guardian role was supported and was thought would have a positive impact on the whistleblowing process overall.

This role is currently being discussed and worked through internally. The recommended model for the Trust would see one Freedom to Speak Up Guardian supported by a small network of Champions. It is expected that this role will be in place over the next few weeks.

- The Independent National Officer Role was supported and will provide an independent role to review the handling of concerns raised by NHS workers and/or the treatment of the person or people who speak up where there is a cause for concern. The role will sit within the CQC and will be appointed by the end of 2015.

5. Raising Concerns

The training package for raising concerns has been highlighted in the Trust Bulletin and is starting to be used in team meetings and discussions throughout the Trust. These have been well attended and have generated plenty of discussion. The Raising Concerns Policy (formerly called Whistleblowing) is out for consultation and incorporates the recommendations of the Freedom to Speak Up report by Sir Robert Francis QC. The Equality and Diversity Lead is exploring training for the Freedom to Speak up Guardian and Champions.

6. Managing Attendance Training

Following recent discussions it has been agreed that the Management Skills training programme will become mandatory. This includes the Managing Attendance training. The Training Department is also providing a number of stand-alone courses to support managers in managing attendance. These courses have been advertised as essential for Trust staff who manage or supervise others. The half day course covers an update on the attendance management policy, how to manage short and long term sickness, how to get the most from Team Prevent and how to make reasonable adjustments.

7. International Recruitment

For some months the Trust has been working with an International Agency with networks and links set up worldwide in the healthcare sector predominately to source psychiatrists at both consultant and SAS level as well as registered nurses (mental health).

In addition to the work the agency has carried out on our behalf we have also developed our own links with establishments in India which have been developed via our own medical workforce whom have come from India to work in the UK.

In October a small number of Trust representatives will visit India to interview applicants for Trust vacancies. It is anticipated that anyone recruited from this campaign would start at the earliest in February 2016.

Support is currently being explored in respect of accommodation, relocation packages, and an integration programme to provide personal support to those recruited and their families.

8. North East Leadership Academy Programmes

The Trust is currently advertising for up to 6 part-funded places on the NELA Clinical Leadership programme, a prestigious and well respected year-long development programme for 'very senior' clinical leaders, such as aspirant Clinical Directors.

9. North East Leadership Academy Awards

The closing date for the annual NELA awards was Sunday 12 September 2015. Over ten members of staff have been nominated for the various awards. Shortlisting is currently taking place and the awards presentation will be held on Monday 23 November 2015 at the Baltic, Gateshead.

Lynne Shaw
Deputy Director of Workforce and OD
14 September 2015