

NORTHUMBERLAND, TYNE AND WEAR NHS FOUNDATION TRUST

BOARD OF DIRECTORS MEETING

Meeting Date: 27 April 2016

Title and Author of Paper: Workforce Directorate Quarterly Update – Lisa Crichton-Jones and Lynne Shaw, Deputy Director of Workforce and OD

Paper for Debate, Decision or Information: For Information

This report includes/supports the following areas:

WORKFORCE STRATEGIC AIMS:	✓
We will develop a representative workforce which delivers excellence in patient care, is recovery focussed and champions the patient at the centre of everything we do.	✓
We will embed our values, improve levels of staff engagement, create positive staff experiences and improve involvement in local decision-making.	✓
We will lead and support staff to delivery high quality, safe care for all	✓
We will help staff to keep healthy, maximising wellbeing and prioritising absence management	✓
We will educate and equip staff with the necessary knowledge and skills to do their job	✓
We will be a progressive employer of choice with appropriate pay and reward strategies	✓

The Workforce Directorate quarterly report outlines some of the key work and developments within the Directorate. The report supports the six key aims of the Workforce Strategy which was ratified by the Trust Board in summer 2015.

Includes updates on:

1. Care Quality Commission Specialist Advisor
2. Equality and Diversity update
3. National Whistleblowing Policy
4. Staff Survey – Updates
5. Nurse Revalidation
6. Health and well being – working with Proctor and Gamble
7. Apprenticeship Levy
8. National Apprenticeship Event
9. Junior Doctors Contract Implementation
10. Junior Doctor's Industrial Action
11. HPMA Deputy Director of the Year
12. Working with NHS Employers

Outcome required: For Information.

Workforce Directorate Quarterly Report

27 April 2016

Strategic Aim 1

1. Care Quality Commission Specialist Advisers

The Trust's Equality and Diversity Lead has been successful in his application to be a specialist adviser for the Care Quality Commission (CQC). The national Workforce Race Equality Standard (WRES) team is working with the CQC to incorporate the WRES as a factor for consideration in the Well-Led domain, to assess the extent to which the WRES is carried out within Trusts and acted upon.

The first pilot inspection to specifically include equality and diversity elements took place in November and will form part of the regular inspection framework from April 2016.

2. Equality and Diversity Update

We have attended the final session with NHS Employers as one of their Equality and Diversity Partners, graduating at an event in early April. As a result of this work our E+D Lead has been asked to work with NHS England on the developing Disability Equality standard (following the WRES) and we have held our first internal staff network meeting for staff from Black, Asian and Ethnic Minorities (BAME). We are proceeding with our application to be a partner for another year.

Strategic Aim 2

3. National Whistleblowing Policy Consultation (detailed in the CEO Report)

On 1 April 2016 NHS Improvement and NHS England published a single national integrated whistleblowing policy to help standardise the way NHS organisations should support staff who raise concerns. This followed a public consultation which commenced in November 2015.

4. Staff Survey Updates

Following the publication of the staff survey results in February 2016 the Board received an update on the trust wide results and high level priorities for the year ahead at the March meeting. In addition, work has commenced to identify actions and key priorities based on local results.

Community Care Group

Focus Groups are currently being arranged with staff in a number of teams to collate ideas about how the Group can address the key themes.

Inpatient Care Group

Three workshops have been set up (North, Central and South localities) to explore the key themes in more detail and will result in the formulation of more detailed plans to address these.

Specialist Care Group

The key issues have been discussed at a Group Away day and a variety of different approaches are being adopted depending on local need. This includes monthly engagement sessions across the Group as well as task and finish groups to examine key issues such as violence and aggression.

Strategic Aim 3

5. Nurse Revalidation

The revalidation for nurses and midwives went live on 1 April 2016, with the first cohort of applications submitted and processed by the Nursing and Midwifery Council (NMC).

Strategic Aim 4

6. Health and well being – working with Proctor and Gamble

We are pleased to have scheduled an interactive presentation and round table discussion with Judith Lockhart, an occupational health nurse with Procter & Gamble. Judith gave a fascinating talk at the recent Mental Health Leadership in the North event hosted by the Trust with many practical suggestions about how Procter & Gamble have embedded health & wellness programmes within their workforce.

We have undertaken a lot of work with regards to health and well being in more recent times, but of course we can always do more and are keen to learn from other organisations, particularly those in the private sector. We are looking forward to learn from Judith and to see how we can implement some of her suggestions into the Trust programmes.

The event will be hosted by Lisa Crichton-Jones and Dr Jane Carlile who is particularly committed to improving health and well being for medical colleagues. The event is planned for Friday 6th May.

Strategic Aim 5

7. Apprenticeship Levy

The Government is committed to delivering 3 million apprentice starts by 2020 across all industries including health and social care. The Apprenticeship Levy and the public sector apprenticeship target are being introduced to help meet this policy initiative and both will impact on NTW.

The Levy will be payable from April 2017 and charged at 0.5% of the total pay bill collected through PAYE. The money will be used to support the development of apprentices. The Levy is applicable to all employers with a pay bill over £3million. NTW will be able to draw down funds to cover / subsidise the training costs of apprentices. The levy will have a financial impact on the Trust of circa £1 mn and we are working towards increasing the number of apprentices across the trust as a result.

We are recognised as one of the leading apprentice employers across the north east region.

8. National Apprenticeship Event

On Wednesday 10th February members of the Trust attended the launch of the '100 in 100 campaign' at an event held at Portcullis House in Westminster. Organised by Nadhim Zahawi, the Prime Minister's Apprenticeship Adviser and attended by Skills Minister, Nick Boles, the event was to launch the apprenticeship recruitment campaign building on the government's commitment to 3mn apprenticeship starts by 2020. The campaign saw MPs across all political parties in England, securing apprenticeship pledges from businesses in their constituencies, with the aim of creating at least 100 new apprenticeships within the next 100 days. NTW made a Pledge to recruit 20 apprentices over this time and as a result were mentioned at the event and introduced to both MPs.

Strategic Aim 6

9. Junior Doctors' Contract Implementation

The new junior doctors' contract will be implemented in phases from August 2016 when there is a break in contract of employment and a new contract is taken up (this is a shift in stance from the initial decision to impose the new contracts for all junior doctors in August 2016). However doctors can choose to move across to the contract in advance of the timetable. This will mean that only Foundation trainees will be affected from August 2016 (employed by the acute Trusts) and Psychiatric and GP trainees will move to the new contract in February 2017.

10. Junior Doctors' Industrial Action

On 26 and 27 April 2016 Junior Doctors will implement a full withdrawal of labour between the hours of 8am and 5pm on Tuesday 26 and Wednesday 27 April (18 hours in total). The internal incident management group has been in place for several months and continues to work through the practicalities of each period of action.

11. HPMA awards (Deputy Director of the Year).

We were delighted to learn that Lynne Shaw has been shortlisted for the above award with the Healthcare People Management Association. Lynne has made it to the final three in recognition of her Programme Director role for Transforming Corporate Services as well as day to day Deputy duties. The results will be unveiled on 30 June at the main awards evening in London. We wish her the best of luck and are so pleased her work in this area is receiving recognition at national level.

12. Work with NHS Employers

As part of our work to become a more influential organisation and further build our reputation as a leading employer we are now actively involved and have leading roles with NHS Employers in the following areas;

Regional streamlining programme. (A two year programme to simplify movement across local NHS trusts in relation to recruitment and occupational health checks and statutory and mandatory training programmes, realising significant savings.)

North East Social Partnership forum. (Working with full time Trade Union officers and other partners to scope the strategic workforce priorities for the region across both health and social care. This work links to the wider Northern region and national SPFs).

Aspirant Directors of Workforce Programme. (Working with colleagues at NHS Employers, NHS England and HPMA to shape a new development programme for aspirant HR Directors, leading to a mentoring and supporting role once up and running.)

Lisa Crichton-Jones
Director of Workforce and OD