

'You matter, we care'

Trust Board Meeting (Part 1)	Date: 24 th September 2014
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Title:	Committee Chair's report – Employee Strategy & Engagement Committee (ESEC)
Item:	BD/14/158

Executive Director lead and presenter	Chair of ESEC
Report author(s)	Chair of ESEC

History:	n/a
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This report is for:	
Decision	
Discussion	
To Note	X

Purpose
To inform the Board of business discussed at the meeting of the ESEC on Thursday 11 th September 2014, including levels of assurance provided, and risks or concerns the Committee would like to bring to Board' attention.

Background
<p>The Committee meets bi-monthly and is the Board Committee responsible for scrutinising performance against three of the Trust's key quality indicators: Sickness Absence, Supervision and Appraisal.</p> <p>It is also responsible for overseeing progress against the Trust's second Strategic Priority: "to support and develop our staff", which in turn is linked to the 5 year Strategic Objective of becoming "recognised as the best mental health employer in England". These responsibilities involve scrutinising actions agreed to improve staff experience as reflected in the annual Staff Survey, including the development and implementation of a new Workforce Strategy, as well as a 3 year Organisation Development Strategy designed to effect a significant change in staff engagement and wellbeing.</p>

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Business undertaken

This meeting was held at Callington Road, Bristol and was attended by the local Clinical Director and 2 frontline members of staff – one working in a recovery team and the other in a rehabilitation ward.

The meeting agenda included:

- Bristol Locality report Progress with transition to new service model noted. Recovery team described impact of higher caseload numbers and importance of supervision during this period. Attrition of experienced staff with high usage of temporary workforce in rehabilitation. Discussion about recruiting to fixed term posts to provide better service continuity.
- IQ and OD performance indicators . Steady progress in percentage of staff appraised with 6 Localities/SDUs meeting or exceeding stretch target of 90%. Supervision rates have levelled off over the last 5 months and are showing a deteriorating trend. Q1 forecast not achieved. Sickness absence benchmarking shows similar pattern nationally and seasonal variation.
Plan for achieving statutory/mandatory training compliance noted together with Task and Finish group focusing on supervision and training of bank staff.
Bursary panel support for 19 applicants welcomed.
Discussion regarding additional measures to enable better interpretation of Safer Staffing data at Locality and Trust level.
- Policies. Annual Leave and Probation period policies approved. Annual plan for review of policies now identifies links with other Board Committees.
- Strategies Health and Wellbeing, Staff experience and Engagement and Workforce development strategies approved subject to inclusion of E&D considerations.
- Leadership development Paper on progress received, no time for discussion
- Unregistered practitioners Noted that bid for external funding for training and development had been successful.
- E&D objectives and Plan Deferred to next meeting
- Review of ESEC workplan Deferred pending publication of CQC report

Key risks and their impact on the organisation

Key risks identified by the Committee and brought to the attention of Board::

- **Supervision and training of bank staff**; ongoing challenges. Await output of Task and Finish group
- **Managing the transition in Bristol** Innovative solutions to ensure agreed staffing levels can be maintained in areas due for closure.
- **Sickness levels**. Trust average significantly mitigated by low levels in corporate departments. Only one locality below target. Analysis of sickness trends to inform rostering practice

Key decisions

- Extraordinary meeting by teleconference to consider workforce implications of CQC report
- ET to consider process for evaluating and disseminating learning from Bristol

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- Sickness absence analysis to inform 'intelligent rostering'

Exceptions and challenges

None specific

Governance and other business

None specific

Future Business

The workplan for the committee will incorporate workforce issues from CQC report E&D scrutiny of all workforce strategies and policies

Recommendations

The Board is invited to note the Committee's activities.

This report addresses these Strategic Objectives:

Consolidate	x
Integrate	
Expand	

This report addresses these Values:

Passion	Doing our best, all of the time	x
Respect	Listening, understanding and valuing what you tell us	x
Integrity	Being open, honest, straightforward and reliable	x
Diversity	Relating to everyone as an individual	x
Excellence	Striving to provide the highest quality support	x