

'You matter, we care'

Trust Board Meeting (Part 1)	Date: 17 th December
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Title:	Committee Chair's report – Employee Strategy & Engagement Committee (ESEC)
Item:	233.1

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

History:	<i>n/a</i>
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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 11th November 2014, including levels of assurance provided, and risks or concerns the Committee would like to bring to Board' attention.
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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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Chair's Report: Employee Strategy and Engagement Committee

Business undertaken

This meeting was held at Jenner House, Chippenham and was attended by a member of staff from the Finance team as part of a deep dive into workforce issues in corporate services.

The meeting agenda included:

- Corporate workforce issues Team development in Finance team encouraging – better understanding of how central support services enable high quality care. Highlighted need to create time for agreeing a vision for future model of delivery so that interim decisions are understood as part of a longer term strategy. Recruitment challenges in some corporate services
IQ and OD performance indicators . Appraisal and supervision rates above target. Sickness absence increased in October. Significant improvement in statutory/mandatory training compliance.
48 members of staff received bursary funding for external training opportunities
- Governance Review and Sub Committee function Detailed evaluation of committee effectiveness and workplan against recommendations in Beachcroft report. Agreed to categorise Terms of Reference and annual schedule under 'Well Led' domains. Proposal to move to quarterly meetings with 2 seminar sessions per year.
- Occupational Health Review Report on first 6 month performance of new OH provider, who also attended the meeting . Apologies for failure to meet key KPIs and assurance received re new management structure and recruitment to ensure contract terms are delivered going forward.
- Recruitment and Retention strategy. Approved with associated action plan
- Policies. Bullying, Harassment and Dignity at Work policy approved.

Key risks and their impact on the organisation

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

- Lessons learned from OH contract re no sanctions for failure of provider to deliver against service specification

Key decisions

- Quarterly workforce statistics – draft report in January
- Changes to TORs, workplan and frequency of meetings in light of Governance review.

Exceptions and challenges

None specific

Governance and other business

Proposed sub committee changes to be approved by Chair/Board

Future Business

Organisational Health Index presentation deferred to January meeting

Our values: PRIDE – passion, respect, integrity, diversity, excellence

Chair's Report: Employee Strategy and Engagement Committee

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