

'You matter, we care'

Trust Board Meeting (Part 1)	Date: 28 th January 2015
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Title:	Committee Chair's report – Employee Strategy & Engagement Committee (ESEC)
Item:	262.2

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 15 th January 2015, 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>

Chair's Report: Employee Strategy and Engagement Committee

Business undertaken

This meeting was held at Jenner House, Chippenham.

The meeting agenda included:

- IQ and OD performance indicators . Sickness absence increased again in November – now higher than the same period last year. Significant improvement in statutory/mandatory training compliance. Appraisal, supervision and training rates for bank staff expected to show improvement in last quarter.
- HR report Received first draft of new report covering staff in post, vacancies, bank and agency use, turnover, sickness absence, workforce profile and disciplinary/grievance data.
- Equality and Diversity Objectives Update received on current position. Significant interest across the organisation in the role of E&D champion (100 members of staff)
- Annual Objectives Discussion re. further work required to refine objectives related to workforce
- Policies. New reference policy approved. Approval of whistleblowing policy deferred until reviewed by Staff Side
- National Staff Survey Early indication of latest results show mixed picture. Improved response rate (51.2%) 8% of scores improved, 15% deteriorated, 77% no significant change. To be discussed in detail at next Directors meeting on 21st January. National comparator report expected in February/March. Next step actions approved by committee.
- Organisational Health Index November results noted.

Key risks and their impact on the organisation

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

- Sickness absence now breaching target
- Sustainability of stat/man training compliance
- Disproportionate use of bank and agency staff at weekends
- Turnover rates higher than peer benchmark Trusts

Key decisions

- To set a target for reducing turnover by 2% to bring AWP in line with other MH Trusts in the first instance
- New HR report to be presented quarterly
- To include HR report indicators in each Locality 'deep dive' in addition to IQ performance data
- Seminar to review 2015/16 workforce plans before end of this financial year

Exceptions and challenges

None specific

Governance and other business

None specific

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Future Business

E&D champion development
 National staff survey comparator results
 Review of workforce plans before start of new financial year

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