

'You matter, we care'

Trust Board Meeting (Part 1)	Date: 25th th February 2015
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Title:	Committee Chair's report – Employee Strategy & Engagement Committee (ESEC)
Item:	BD/14/290.2

Executive Director lead and presenter	Ruth Brunt, Chair of ESEC
Report author(s)	Ruth Brunt, 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 19 th February 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 improved in December – similar seasonal pattern to last year. Overall, statutory/mandatory training compliance sustained but still a few areas of concern, in particular bank staff and corporate teams. Positive feedback from bank supervision sessions.
- 2014/15 objectives Evaluation of progress against the year's objectives. Implementation of staff Friends and Family achieved. Team development commenced, by end of year 30 teams will be on programme. 10% improvement in staff survey scores not achieved.
- Safer Staffing Update on current position and reasons for over/understaffing. No red flags. Highlighted that 6 monthly SS review is too long for skillmix changes and service reconfiguration initiatives.
- Annual Operating Plan Workforce section reviewed. Agreed that this needs to reflect a more explicit workforce strategy. To be updated following completion of Locality workforce plans before final submission in April.
- Committee workplan for 15/16. New plan approved
- Freedom to Speak Up Recent report discussed. Agreed that current update of whistleblowing policy will incorporate relevant aspects. Agreed that OD programme addresses leadership and cultural issues identified in the review.

Key risks and their impact on the organisation

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

- Stat/man training compliance in certain key areas
- Unintended consequence on agency usage if bank staff not supervised and trained quickly

Key decisions

- Actions underpinning 15/16 annual objectives to be reviewed at next committee meeting
- 15/16 workplan approved
- Whistleblowing policy to reflect 'Freedom to speak Up' report
- Annual Operating Plan to be updated before final submission

Exceptions and challenges

None specific

Governance and other business

None specific

Future Business

March seminar to review Locality Workforce Plans

National staff survey comparator results to inform priorities for 15/16

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 Priorities:

We will deliver the best care	x
We will support and develop our staff	x
We will continually improve what we do	x
We will use our resources wisely	x
We will be future focussed	x