

STRATEGIC WORKFORCE COMMITTEE CHAIR'S ASSURANCE REPORT

This report is founded on the Strategic Workforce Committee meeting held on 1 September 2022.

Agenda items	Notes	Assurance status. Actions and follow up
<ul style="list-style-type: none"> • Pay review and impact • Strike action • Health and Wellbeing report • Workforce report exceptions • Freedom to Speak Up – National policy changes • Retention – cost of living • Clinical academy update • Workforce performance report 		
<p>Staff network – staff story (Disability and staff carers)</p>	<p>Not all our leadership teams are equipped to hold conversations re reasonable adjustments. There is a gap in their understanding of disability and how to support those in their teams (especially those with hidden impairments).</p>	<p>Limited Assurance: Are we delivering all we could/ should in terms of disability support and making reasonable adjustments?</p>

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	Newly created Risk 124 added to the BAF.	regional officers and agreed to work in partnership and work together compassionately.
Health and Wellbeing report	<p>KCHFT has been awarded Platinum status for its Health and Wellbeing offer, against the Kent and Medway Healthy Workplaces programme. The only Trust in this region to gain this level of accreditation.</p> <p>We have appointed a new Health and Well-Being lead with the aim to consolidate and further enhance our offer and seek to produce a system wide response for all NHS and social care workers in Kent and Medway.</p>	Significant assurance - of the wide offer and the approach to work as a system.
Workforce Report exceptions	<p>A third month of a small decline in voluntary turnover numbers, now at 14.45% and within tolerance for the first time in ten months.</p> <p>The vacancy gap is still above target, as we continue to add in new posts. June saw a significant number of new starters. The continued success of our international nurses recruitment campaign is having a positive impact on vacancy numbers.</p>	<p>Board Assurance Framework (BAF) Risk 115 – The Committee recognised significant efforts to reduce turnover, but the existing vacancy gap still delivers limited assurance as noted in BAF 115.</p>

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Freedom to speak up – National policy changes	It was highlighted that Board members have not all completed Freedom to Speak Up (FTSU) training.	ACTION – The Director of People and Organisational Development to share the report with the Chair, so that individuals can be contacted to complete training.
Cost of living support offers	<p>The Committee received an overview of the wide and substantial offer KCHFT has in place to support the staff with the rising cost of living.</p> <p>Rising concern over appropriate resource to maintain this level of offer. The range is impressive but concerns were raised as to how/who is going to manage and monitor this list as more and more people will want to access the benefits it delivers.</p>	<p>Substantial assurance of the range of support packages available for all staff.</p> <p>Limited assurance - how far these will go to mitigate people's needs?</p> <p>Limited Assurance -until appropriate resource is found to maintain and enhance this vital offer.</p>
Clinical Academy update	The Committee received the first deep dive into the Academy against its original business case. On the whole it has been a success, but different challenges have emerged which now require an organisational rethink. This pipeline is a great way to grow our own workforce but requires investment in backfill and teaching time, in order for it to be a real game changer.	<p>Reasonable assurance that the Academy will deliver its business case.</p> <p>Lessons learned for the deep dive in relation to the organisations strategic approach to growing our talent and workforce through the Academy requires</p>

Agenda items	Notes	Assurance status. Actions and follow up
		further analysis and Executive Team support.

Kim Lowe, Chair of Strategic Workforce Committee
Non-executive director
01 September 2022

