

SUMMARY REPORT			ABM University Health Board			
Health Board			Date of Meeting: 30 th March 2017 Agenda item : 6 (iii)			
Report Title		Key Issues – Partnership Forum				
Prepared by		Kim Clee- Assistant Workforce Manager				
Approved and presented by		Kate Lorenti, Acting Director of HR				
Purpose						
To set out the key issues considered by the Partnership Forum at its meeting on 1 st February 2017.				Decision		
				Approval		
				Information		x
				Other		
Corporate Objectives						
Healthier Communities		Excellent Patient Outcomes & Experiences	Sustainable & Accessible Services	Strong Partnerships	Fully Engaged & Skilled Workforce	Effective Governance
				x	x	x
Executive Summary						
A number of update reports were received in relation to: Recovery and Sustainability Financial position Nursing and Midwifery Staff experience strategy Values Survey Risk and governance						
Key Recommendations						
The Board is asked to note the key issues update.						
Assurance Framework						
In order to facilitate Partnership Working within the Health Board the Health Board Partnership Forum has been established as an Advisory Group to the Board.						
Next Steps						
A schedule of further meetings is in place.						

MAIN REPORT		ABM University Health Board
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PURPOSE

To set out the key issues considered by the Partnership Forum at its meeting on 1st February 2017.

KEY ISSUES

Recovery and Sustainability

A presentation was received setting out the current financial situation facing the Health Board setting out the challenges as described in the Health Foundation report i.e.

- The ageing population
- Increased incidence of chronic conditions
- Availability of social care
- Cost of pay bill
- Mismatch between funding and requirements

In addressing these challenges the Health Board had established a Recovery and Sustainability Programme Board to focus on ways in which the provision of health care services can be made more sustainable whilst ensuring that quality and safety remains a priority. A sustainability working group had also been established to work in partnership to identify a range of measures to produce sustainable cost savings.

Nursing and Midwifery Update

An update was received on nursing and midwifery issues.

It was reported that our European and International nurses had a high failure rate in achieving the necessary International English Language Test (level 7) which was required as part of the process to become a registered nurse with the UK Nursing & Midwifery Council. In view of this a decision had been made to halt further recruitment from the Philippines and India for the time being and only recruit nurses from Europe when they had passed the level 7 International English Language Test.

Work was continuing with the roll out of the rostering policy and as part of this all units are reviewing and rationalising the different shift patterns that currently exist across the organisation.

A Nursing and Midwifery strategy was under development and staff side representatives would be involved in this work.

It was reported that turnover had increased slightly and exit interviews were being conducted with those nurses leaving within 2 years to try to understand the reasons.

The nursing revalidation implementation process was working well across ABMU Health Board and staff side support with this process was acknowledged.

Staff Experience Strategy

The draft Staff Experience strategy was received. This would be a key component to ensure that the Health Board's organisational values were embedded and sustained.

Values Staff survey

An update was received on the development and roll out of the Values staff survey the purpose of which was to try to understand what it feels like to work for the organisation. There was real commitment on the part of the organisation to listen to and act on staff views.

Stonewall Equality Index

A report was received on the Health Board's participation for the first time in the Stonewall equality index. The Health Board ranked 247 out of 440 employers. It was expected that this would improve next year and work was underway to improve our position.

Risk and Governance.

A report was received setting out a range of workforce metrics as follows:

- Sickness Absence,
- Establishment and Vacancies
- Turnover and Labour stability
- Appraisal
- Mandatory and Statutory Training
- Variable Pay
- Operational Workforce activity

It was reported that the issue of variable pay (i.e. locums and agency staff) is being considered by the Sustainability working group.

Financial Position

A report on the Health Board's financial position was received.

RECOMMENDATION

The Health Board is asked to note the report.