

SHEFFIELD TEACHING HOSPITALS NHS FOUNDATION TRUST

EXECUTIVE SUMMARY
REPORT TO THE BOARD OF DIRECTORS
HELD ON 17 OCTOBER 2012

Subject	HR Update
Supporting TEG Member	Mark Gwilliam
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Status¹	For information

PURPOSE OF THE REPORT

To provide the Board with an update on HR issues.

KEY POINTS

Update the Board on the following:-

- Staff Engagement
- 2012 Staff Survey
- The Cutlers Made in Sheffield Initiative
- MARS
- Thank You Awards

IMPLICATIONS²

AIM OF THE STHFT CORPORATE STRATEGY 2012-2017		TICK AS APPROPRIATE
1	Deliver the Best Clinical Outcomes	
2	Provide Patient Centred Services	
3	Employ Caring and Cared for Staff	
4	Spend Public Money Wisely	
5	Deliver Excellent Research, Education & Innovation	

RECOMMENDATIONS

To note.

APPROVAL PROCESS

Meeting	Date	Approved Y/N

¹ Status: A = Approval
 A* = Approval & Requiring Board Approval
 D = Debate
 N = Note

² Against the five aims of the STHFT Corporate Strategy 2012-2017

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BOARD OF DIRECTORS - 17TH OCTOBER 2012

HUMAN RESOURCES UPDATE

STAFF ENGAGEMENT

Directorate staff engagement action plans are now in place to address the issues identified in the 2011 survey. Further analysis has also been undertaken on the effectiveness team working key finding and some specific actions have been undertaken to address this i.e.

- Team building module introduced into the new ILM programme
- Additional stand alone team building module
- Introduction of INSIGHTS team development days with teams across the Trust
- 'Let's talk' events for merging teams

In addition the increased emphasis on appraisal across the Trust is encouraging the sharing and discussion of team objectives.

2012 STAFF SURVEY

The 2012 NHS staff survey is now live across the NHS and closes on 3rd December 2012. A total of 5000 staff in the Trust chosen at random have been sent questionnaires by Capita, one of the approved survey contractors. Initial results will be available in January although the CQC benchmarked key finding report will not be available until March 2012.

THE CUTLERS MADE IN SHEFFIELD INITIATIVE

The launch of the Cutlers Made in Sheffield initiative was held on 16 October. This is a joint initiative between STHFT, the Education authority and 3 local schools, Meadow Head, Forge Valley and Firth Park which will last for 2 years.

The aim is to raise awareness of the range of opportunities that the NHS has to offer and to encourage the young people to consider careers in the STHFT or the NHS in the future and to raise their aspirations. Sixty young ambassadors from the schools have now been recruited and during the 2 year project they will undertake 2 weeks work experience within the Trust as well as receiving development opportunities to ensure they achieve the 'Skills Passport' which will make them more employable. Each school has been assigned a senior manager from within the Trust to work with them and the Trust will also be providing continuing professional development days for the teachers at the schools to help them understand more about the reality of working in the NHS.

MARS

To support Directorates in achieving their Q & E targets the Trust has agreed in partnership with our recognised Trade Union colleagues to launch the Mutually Agreed Resignation Scheme (MARS) for the third time. The scheme offers a severance payment to staff who wish to voluntarily leave their employment with the Trust.

The first round of MARS resulted in 92 staff leaving the Trust and 38 employees voluntarily resigned when the scheme was launched for a second time. Combined, MARS 1 and 2 achieved recurrent full year effect financial savings of £3m.

The third round of MARS was launched on 1st October and employees have been invited to make applications for the scheme by the end of October. An executive approval panel is scheduled to meet in week commencing 17th December, to approve those applications which are in the

operational and financial interests of the Trust. Resignations are not accepted where there would be a risk to patient safety, service provision or where there are no financial savings available. Staff volunteering to resign from the Trust will leave their employment by mutual agreement by 31st March 2013, providing Directorates with a full year effect of available savings for the financial year 2013/14.

THANK YOU AWARDS

The 10th annual Thank You Awards will be held at Sheffield City Hall Ballroom, on the 17th of October where we will celebrate the dedication and success of the staff within the trust. Staff will be recognised in the following categories: Quality Care, Innovation and Service Improvement, Customer Care Award, Gift of Time, Behind the Scenes, Health and Wellbeing, Value for Money, Leadership, Lifetime Achievement and Health Care Hero Award.