

Council of Governors

Date:

7th June 2018

Agenda item:

23

Title:

Human Resources
Business Plan 2017-18

Items:

- Presentation

Council of Governors

Thursday 7th June 2018

Royal United Hospitals Bath
NHS
Nikki Heywood
Trustee Visiting Nurse Specialist

A large, rounded blue rectangle containing the text 'HR updates' and '2017-18'. The background of the slide is decorated with various overlapping rounded squares in shades of blue, yellow, orange, and purple.

HR updates

2017-18

Equality Diversity & Inclusion 2018



We have a diverse workforce



76% of our staff are female



1% of staff LGB

10% of our staff are from a black or ethnic minority



36% of staff are Christian



2% of staff consider themselves disabled



139 of our staff are over 66 years old



51% of staff are married/in a civil partnership



167 staff went on maternity leave last year



Progress in 2017-18

4 Equality Areas and our 4 projects



A REPRESENTATIVE AND SUPPORTED WORKFORCE -
Piloted, “Managing Challenging Behaviour and Restraint Training”. Overall the programme was excellent



BETTER HEALTH OUTCOMES - Developed a ‘flying frailty’ squad service to enhance elderly patient care.
Overall achieving / excellent



IMPROVED PATIENT ACCESS AND EXPERIENCE
Currently undertaking a review of maternity services:
overall developing, as the programme is mid-way



INCLUSIVE LEADERSHIP
Focused on young people’s access to Apprenticeship & work experience at the RUH: Overall excellent progress

Good progress has been made against all of the priorities. Each have been rated by the DISCo and via the recent Diversity and Inclusion event.

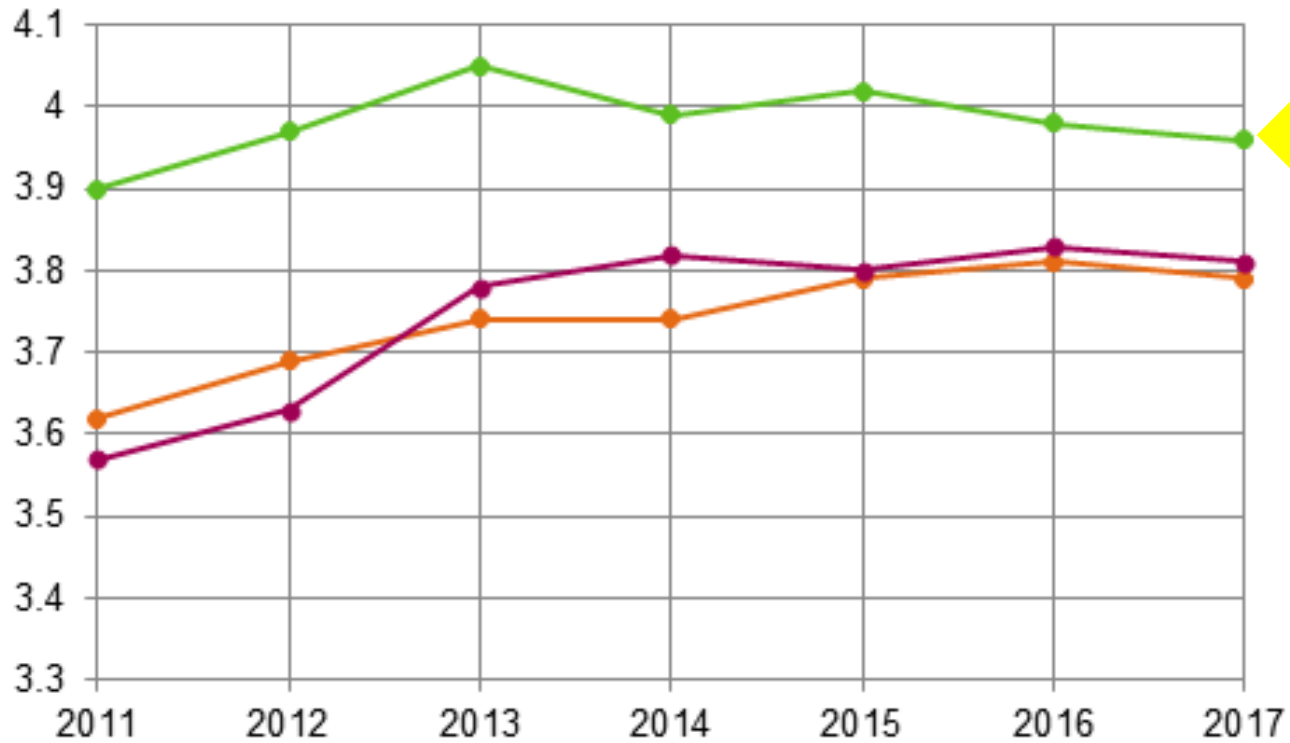


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Staff Survey

2016-17

Staff Engagement – last 6 years



We want to be 'at least' here

- Best
- Average
- RUH

Comparison with acute trusts

KF21. % believing the organisation provides equal opportunities for career progression / promotion

KF18. % attending work in the last 3 months despite feeling unwell because they felt under pressure (lower score this year)

KF15 % staff satisfied with the opportunities for flexible working patterns

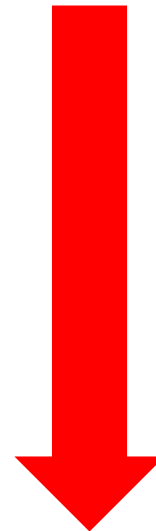
KF2. Staff satisfaction with the quality of work and care they are able to deliver

KF13. Quality of non-mandatory training, learning or development

KF31. Staff confidence and security in reporting unsafe clinical practise



Top 20%



Bottom 20%



“I'm proud of my hard working colleagues, and feel this hospital is friendly and caring environment.”

“I continue to thoroughly enjoy working here, for over ten years. Great colleagues and a great line manager.”

3.80

KF1. Staff recommendation of the organisation as a place to work or receive treatment

Best 4.12 Average 3.75

“The RUH is a great place to work - because of the people.”

The clinical staff here are wonderful, dedicated and hard working and inspirational. The NHS at it's best.

“The Trust has strong values for their staff and is a supportive environment to work in”

“I work alongside dedicated and highly skilled nurses who strive to achieve high standards of care despite often working in challenging circumstances”

HEALTH & WELLBEING



Royal United Hospitals Bath
NHS Foundation Trust

Join the Flu Fighters!



Did you know?

It's not too late to
get your free staff
flu jab.



Flu Campaign
2017-18



Flu Fighter 2017



This trust achieved,
against a target of 70%,
a total of **71.6%** of
clinical staff being
vaccinated



International Nursing Recruitment Project

- Working with Yeovil District Hospital to recruit 80 International Nurses
- Interviews undertaken in the Philippines and Dubai in March and April/May 2018
- 253 candidates offered roles with **243** candidates in the active pipeline
- Fortnightly project group meeting to plan and implement welcome, UK orientation, induction etc.
- Facebook page created to post information about Bath and the surrounding areas, the RUH and the NHS to help engage candidates and provide information to them

SUPPORTING YOUNG PEOPLE INTO WORK

We have received **245** applications for work experience compared to **215** last year

154 young people have completed work experience ..compared to **55** last year, an increase of almost **180%**

We scored **9 out of 10** in our work experience satisfaction survey in September 2017

Work experience has taken place in **51** departments



Our work experience scheme has been accredited by **Fair Train** at bronze level

From July 2017 to January 2018 we supported **6** students through work experience into employment or apprenticeships



SUPPORTING YOUNG PEOPLE INTO WORK



This year we have attended **33** careers events

We have held **2** spring conferences for **42** students from **16** schools and colleges and an evening conference for over **100** students, parents and members of the public



We have had **178** apprentices including **16** young apprentices

"I love it here, I never want to leave."

Accountancy

Facilities

HCA

"The NHS is such an inspiring place to work - every day I witness amazing care."

Assistant Practitioners

Senior HCA

Hospitality

Project Management

Healthcare Science

Customer Service

Nursing Associate

Business Admin

Engineering



The 2016 Staff Survey showed that staff feel they are experiencing physical violence from patients, their relatives and other members of the public at a higher percentage than in other trusts. So we devised the PMVA course which we piloted this year.



Feel more confident handling patients at risk

Exceeded Expectation

Feel much more prepared if faced with aggression

Staff feedback

Key issues for 2018-19

- Staff survey results
- Diversity and inclusion
- Flexible working
- Sickness absence
- Recruitment and retention
- **Staff engagement**





Any questions?