

Board of Directors

5th April 2011

Workforce Briefing

1. Introduction

It has been agreed a workforce briefing will be presented at each Board of Directors meeting. The purpose of the briefing will be to highlight to members of the Trust Board, the pertinent and emerging workforce issues.

2. Terms and conditions of employment

Terms and conditions of employment for NHS staff are, in the main, negotiated and agreed at a national level. However there have been a number of recent examples where these negotiations have failed and responsibility for agreement and implementation has been passed to local employers; this includes on call payments, freeze on incremental progression and arrangements for the Royal Wedding.

The most significant of these is on call and the Trust is currently working on the development of a joint proposal with trade unions which will cover all staff who provide on call services. This piece of work is due to be completed by the summer. However, there is a risk the Trust will not be able to agree a joint proposal and that new arrangements will need to be imposed. Where on call requirements are contractual this will result in staff being terminated and re-engaged. Where on call is covered on a voluntary basis staff may withdraw their services for on-call. The associated risks are being discussed at CBU level and further updates will be presented to the necessary committees as required.

2.1 Policy Development

The Trust is currently reviewing its Protection of Earnings Policy. At a strategic level this is necessary to safeguard posts. The new policy will be presented to the Resources and Business development Committee at the end of April. In the event of us being unable to agree the terms of the new Policy my recommendation is that the new arrangements should be imposed with immediate effect.

2.2 Clinical Excellence and Distinction Awards

Clinical Excellence and Distinction Awards recognise and reward the exceptional contribution of NHS consultants, over and above that normally expected, to the values and goals of the NHS and patient care. The schemes, which are largely unchanged from those introduced in 1948, are currently under review. The review, led by the Doctors and Dentists Review Body and due to report in July 2011, will bring the rewards up to date and in line with other public sector pay schemes, as well as ensuring they are effective and affordable. A

further, more detailed, report will be presented to Trust Board once the review has been published. In advance of this and specifically for the 2011 round of clinical excellence awards the national guidance reduces the ratio for calculating investment in awards. This reduces the level of investment required by the trust by £53k and translates to a reduction in the potential number of awards available, from 43 in 2010 to 28 in 2011. .

3. 2011 Budget - Pensions

The Government has accepted the recommendations of Lord Hutton's review of public sector pensions as a basis for consultation with unions and employers.

The final report sets out a series of recommendations which are underpinned by the principles that in the future public sector pensions should be:

- affordable and sustainable
- adequate and fair
- supporting productivity
- transparent and simple.

A key recommendation in Lord Hutton's final report is that existing final salary schemes should be replaced by new career average schemes. Close attention will be paid to the consultation process and further updates will be reported as necessary.

4. De-comissioning of services.

As a result of cutbacks in Area Based Grant funding a number of CAMH services are being reduced and/or withdrawn. From a workforce perspective this has, to date, resulted in 8 members of staff being notified of redundancy at an estimated cost of £202,500. Notification of further reductions in service is expected over the coming months. Under existing arrangements the risk for these services is carried by the Trust who is entitled to receive 3 months' notice of changes to contract and is required to meet all associated costs of the redundancy situation. This issue is being picked up with commissioners.

5. Recommendation

Trust Board members are asked to note this report.

JAYNE SHAW

DIRECTOR OF HUMAN RESOURCES & ORGANISATIONAL DEVELOPMENT

March 2011