

Agenda Item 11.1

<b>To:</b>	<b>Trust Board</b>
<b>From:</b>	Jennie Negus
<b>Date:</b>	December 2018

<b>Title:</b>	Moving Clinical Staff – November report		
<b>Author/Responsible Director: Jennie Negus / Martin Rayson</b>			
<b>Purpose of the Report:</b> To inform the Board on the project progress and outputs.			
<b>The Report is provided to the Board for:</b>			
	Decision	<input type="checkbox"/>	
	Discussion	<input checked="" type="checkbox"/>	
	Assurance	<input checked="" type="checkbox"/>	
	Information	<input checked="" type="checkbox"/>	
<b>Summary/Key Points:</b>			
<p>Staff being moved across clinical areas and specialties is known to be a significant cause of stress for staff across the Trust.</p> <p>Earlier in 2018 a review was undertaken to which almost 1300 staff contributed, and the following (summarised from the full report) conclusions were drawn:</p> <ol style="list-style-type: none"> <li>1. Staff moves are now a regular occurrence and will continue to be so until vacancies reduce or demand eases.</li> <li>2. A high number of staff do not fully appreciate the factors driving the need for someone to be moved and view it as poor management.</li> <li>3. Skills issues fell into 4 core categories: Environment in it being an unfamiliar setting; variation in what different staff do in different areas particularly around observation; clinical skills focusing on what are traditionally seen as every day skills for a ward based member of staff such as drug rounds or manual handling at a bedside and specialist skills, referring to higher level competencies such as with NIV, NG or some post-operative interventions.</li> <li>4. A poor experience was characterised by a lack of all the things that a good experience did have; <ul style="list-style-type: none"> <li>• Feeling welcomed and appreciated on arrival and being thanked</li> <li>• Introduced to staff on duty and who to go to if any questions</li> <li>• Being shown where things were and routine explained</li> <li>• Being checked on during shift and feeling included in the team.</li> </ul> </li> </ol> <p>Eight recommendations were put forward; many of these by staff who participated in the review and a steering group has been meeting monthly since September to take these forward. This report provides a November update against each of these recommendations.</p>			