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- There is a project underway to link the Quality and Workforce Scorecards to enable review of the data more seamlessly.
- An establishment review is planned for March 2018, which will be completed in all Adult and Children's Inpatient areas across the Trust.
- A staffing paper reviewing the headroom or uplift in nursing budgets has been completed and was presented to the Board in December 2017. The Board will need to decide as part of its planning for 18/19 what percentage the Trust can afford to implement of the nursing headroom, it would be recommended that the ED headroom be implemented first.
- E- Roster review meetings have been reviewed and strengthened to ensure robust action is taken to reduce agency and bank spend and ensure there is good housekeeping in relation to the roster management.
- The Chief Nurse, Director of Workforce and NHSi are working together to ensure that there are robust processes around rostering, recruitment and retention. The initial meeting occurred in February 2018 and there is a plan of work developing to support this.
- The Trust is also part of an NHSi retention pilot. Colleagues from NHSi reviewed the current retention plan and visited some clinical areas in December 2017. Key highlights from the feedback received were: refine the retention plan to be aligned with the London wide retention target, good illustration of workforce flow within the plan, the Trust demonstrated effective understanding of key retention challenges, impressed by the passion and drive and engagement demonstrated by frontline staff.
- The key new recruitment and retention initiative which commenced in December 2017 is to promote flexible working and attract nurses who are only able to work specific shifts for example term time only, holiday time only, weekends only. This initiative is in recognition of the decreasing pool of nurses available and the need to remain and enhance Kings as an attractive employer.