

Agenda Item 11.1

To:	Trust Board
From:	Jennie Negus
Date:	December 2018

Title:	Moving Clinical Staff – November report						
Author/Responsible Director: Jennie Negus / Martin Rayson							
Purpose of the Report: To inform the Board on the project progress and outputs.							
The Report is provided to the Board for:							
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Summary/Key Points:							
<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"> 1. Staff moves are now a regular occurrence and will continue to be so until vacancies reduce or demand eases. 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. 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. 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"> • Feeling welcomed and appreciated on arrival and being thanked • Introduced to staff on duty and who to go to if any questions • Being shown where things were and routine explained • Being checked on during shift and feeling included in the team. <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>							