

WOLVERHAMPTON CCG

GOVERNING BODY TUESDAY 12 July 2016

Agenda item 24

Title of Report:	Joint Negotiating Consultative Committee (JNCC)
Report of:	Mike Hastings,
Contact:	Lisa Murray, Staff Side and UNISON representative
Governing Body Action Required:	<input type="checkbox"/> Decision <input checked="" type="checkbox"/> Assurance
Purpose of Report:	To advise the Governing Body on discussions held at the last JNCC on 25 th February, 2016
Public or Private:	This Report is intended for the public domain
Relevance to CCG Priority:	The CCG remains committed to maintaining a motivated and high performing workforce.
Relevance to Board Assurance Framework (BAF):	Outline which Domain(s) the report is relevant to and why – See Notes for further information
<ul style="list-style-type: none"> Domain 1: A Well Led Organisation 	A strong and motivated workforce will help the CCG to deliver against all of the BAF domains.

N.B. Please use Paragraph Numbering in all documents for easier referencing.

1. BACKGROUND AND CURRENT SITUATION

- 1.1. To update the Governing Body and provide assurance of the continued commitment of WCCG to work with staff side and staff to ensure their views are listened to and taken into consideration.

2. MAIN BODY OF REPORT

- 2.1. The Staff Survey launched in June 2015 has now been reviewed at the Staff Forum. The majority of the issues raised have been dealt with. A Staff Survey for 2016 is due to be launched shortly.
- 2.2. A Staff Away Day was being organised for June 2016. Current plans are to re-define the values of the CCG now that it has been in situ for three years. The CCG will be working with HR and Communications colleagues from the CSU to arrange the event.
- 2.3. The CCG continues to work with UNISON on providing all staff health and well-being awareness sessions in July / August 2016. The courses will be provided by the Open University, who delivers accredited courses on behalf of UNISON.
- 2.4. JNCC and WCCG are working together to ensure staff all have up to date Contracts. This is now almost complete.
- 2.5. Staff Side, HR and Mike Hastings, Associate Director of Operations are currently undertaking a self-assessment standards tool developed as part of Public Health England's Workplace Wellbeing Charter. This Charter is an opportunity for employers to demonstrate their commitment to the health and well-being of their workforce. The Charter will provide WCCG with an easy and clear guide on how to ensure WCCG is a supportive and productive environment in which employees can flourish.
- 2.6. Lisa Murray, the current Staff Side Representative, will be stepping down from her Staff Side role this year but is committed to continuing her involvement in the work around staff health and well-being awareness courses and WCCG obtaining Workplace Wellbeing Charter 'Good Employer Accreditation'.

3. CLINICAL VIEW

- 3.1. Not applicable for this update.

4. PATIENT AND PUBLIC VIEW

- 4.1. Not applicable for this update.

5. RISKS AND IMPLICATIONS

Key Risks

- 5.1. WCCG wishes to continue developing and maintaining a strong workforce who delivers the best results for Wolverhampton. This is not possible if staff members feel demotivated and do not feel engaged with the organisation. This can manifest itself in low morale, high sickness levels and a high staff turnover. The JNCC ensures that WCCG continues to engage with and support staff.

Financial and Resource Implications

- 5.2. Not applicable for this update.

Quality and Safety Implications

- 5.3. Not applicable for this update.

Equality Implications

- 5.4. Not applicable for this update.

Medicines Management Implications

- 5.5. Not applicable for this update.

Legal and Policy Implications

- 5.6. Not applicable for this update.

6. RECOMMENDATIONS

- 6.1. To note the continued commitment of WCCG to consult with its staff and staff side representatives on any issues that impact on staff.

Name	Lisa Murray
Job Title	Staff Side/UNISON Representative
Date:	27 July 2016

REPORT SIGN-OFF CHECKLIST

This section must be completed before the report is submitted to the Admin team. If any of these steps are not applicable please indicate, do not leave blank.

	Details/ Name	Date
Clinical View	N/A	
Public/ Patient View	N/A	
Finance Implications discussed with Finance Team	N/A	
Quality Implications discussed with Quality and Risk Team	N/A	
Medicines Management Implications discussed with Medicines Management team	N/A	
Equality Implications discussed with CSU Equality and Inclusion Service	N/A	
Information Governance implications discussed with IG Support Officer	N/A	
Legal/ Policy implications discussed with Corporate Operations Manager	N/A	
Signed off by Report Owner (Must be completed)	Claire Skidmore	21.12.15