

## WOLVERHAMPTON CCG

**GOVERNING BODY TUESDAY 14 FEBRUARY 2017**

### Agenda item 22

<b>Title of Report:</b>	<b>Joint Negotiating Consultative Committee (JNCC)</b>
<b>Report of:</b>	Mike Hastings,
<b>Contact:</b>	Lisa Murray, Staff Side and UNISON representative
<b>Governing Body Action Required:</b>	<input type="checkbox"/> <b>Decision</b> <input checked="" type="checkbox"/> <b>Assurance</b>
<b>Purpose of Report:</b>	To advise the Governing Body on discussions held at the last JNCC on 1 December 2016
<b>Public or Private:</b>	This Report is intended for the public domain
<b>Relevance to CCG Priority:</b>	The CCG remains committed to maintaining a motivated and high performing workforce.
<b>Relevance to Board Assurance Framework (BAF):</b>	Outline which Domain(s) the report is relevant to and why – See <a href="#">Notes</a> for further information
<ul style="list-style-type: none"> <li><b>Domain 1: A Well Led Organisation</b></li> </ul>	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 2016 has now been reviewed, along with feedback from the Away Day. The feedback will be incorporated into the Organisational Development Plan.
- 2.2. A task and finish group is being developed which will include representatives from staff, HR and staff side who will have the opportunity to feed into The Organisational Development Plan.
- 2.3. There is on-going work by HR and JNCC to ensure all staff have an up to date Contract.
- 2.4. Steven Forsyth, Head of Quality and Safety, has been elected as the CCG Health & Well-being lead. Steven is currently reviewing suggestions made by staff from healthy initiatives to inspirational stories to motivate and influence how staff care for themselves and their colleagues. Suggestions put forward include, Clubbercise, activity trackers, walking meetings as the norm, standing meetings, weight watchers, boot camp and EMDR.
- 2.5. Lisa Murray, the current Staff Side Representative, will be stepping down from her Staff Side role in March 2017; however will still be the point of contact until a replacement has been elected.

## **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.

<b>Name</b>	<b>Lisa Murray</b>
<b>Job Title</b>	<b>Staff Side/UNISON Representative</b>
<b>Date:</b>	<b>1 February 2017</b>

**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.**

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