

**WOLVERHAMPTON CCG**

**GOVERNING BODY**  
**23 MAY 2017**

**Agenda item 26**

|   |  |
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| <b>TITLE OF REPORT:</b>   | <b>Joint Negotiating Consultative Committee (JNCC)</b>   |
| <b>AUTHOR(s) OF REPORT:</b>                                       | Lisa Murray, Staff Side and UNISON representative  |
| <b>MANAGEMENT LEAD:</b>   | Mike Hastings  |
| <b>PURPOSE OF REPORT:</b>   | To advise the Governing Body on discussions held at the last JNCC on 28 February 2017.   |
| <b>ACTION REQUIRED:</b>   | <input type="checkbox"/> <b>Decision</b><br><input checked="" type="checkbox"/> <b>Assurance</b>   |
| <b>PUBLIC OR PRIVATE:</b>   | This Report is intended for the public domain  |
| <b>KEY POINTS:</b>  | <ul style="list-style-type: none"> <li>The CCG is committed to maintaining a motivated and high performing workforce.</li> </ul>               |
| <b>RECOMMENDATION:</b>  | To be noted  |
| <b>LINK TO BOARD ASSURANCE FRAMEWORK AIMS &amp; OBJECTIVES:</b>   | [Outline how the report is relevant to the Strategic Aims and objectives in the Board Assurance Framework – See Notes for Further information] |
| 1. Improving the quality and safety of the services we commission |  |
| 2. Reducing Health Inequalities in Wolverhampton                  |  |
| 3. System effectiveness delivered within our financial envelope   |  |



***N.B. Please divide the rest of the report into Paragraphs, using numbering 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. UPDATE**

- 2.1. The 2017 WCCG Staff Away Day is to be held in June 2017. As agreed between WCCG management and Staff Side, this year's focus will be to celebrate its staff and the huge contribution they have made to the WCCG achievements over the past year.
- 2.2. The 2017 WCCG Staff Survey is due to take place over the summer.
- 2.3. A Task and Finish Group is currently reviewing WCCG values with recommendations made by staff at the 2016 Away Day. This work will support the WCCG Organisational Development Plan.
- 2.4. Monthly meetings with Staff Side, HR and the Associate Director of Operations continue to discuss any staffing issues that may arise.
- 2.5. All Managers have been asked to ensure that all mandatory training and PDRs are up to date.
- 2.6. Pension Seminars have recently been held for staff.
- 2.7. The Joint Negotiating Consultation Committee meet quarterly and Health and Well-being along with Health and Safety are now a standard agenda items.
- 2.8. The Staff Forum is held bi-monthly and each team within the WCCG is represented.
- 2.9. A Health and Well-being Champion has been appointed and will attend Staff Forums.
- 2.10. Lisa Murray, the current Staff Side Representative, has agreed to stay on as a 'contact' until a replacement can be found. In future, she will continue to undertake Job banding and job evaluation for the CCG, as she has been trained in this.

## **3. CLINICAL VIEW**

- 3.1. Not applicable for this update.

## **4. PATIENT AND PUBLIC VIEW**

- 4.1. Not applicable for this update.

## **5. KEY RISKS AND MITIGATIONS**



- 5.1. WCCG wishes to continue developing and maintaining a strong workforce which 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.

## **6. IMPACT ASSESSMENT**

### ***Financial and Resource Implications***

- 6.1. Not applicable for this update.

### ***Quality and Safety Implications***

- 6.2. Not applicable for this update

### ***Equality Implications***

- 6.3. Not applicable for this update

### ***Legal and Policy Implications***

- 6.4. Not applicable for this update

### ***Other Implications***

- 6.5. Not applicable for this update

**Name** Lisa Murray  
**Job Title** Staff Side / UNISON Representative  
**Date:**

## **ATTACHED:**

(Attached items:)



**RELEVANT BACKGROUND PAPERS**

(Including national/CCG policies and frameworks)

**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/<br/>Name</b> | <b>Date</b> |
|---|--------------------------|-------------|
| Clinical View   |                          |             |
| Public/ Patient View  |                          |             |
| Finance Implications discussed with Finance Team                        |                          |             |
| Quality Implications discussed with Quality and Risk Team               |                          |             |
| Equality Implications discussed with CSU Equality and Inclusion Service |                          |             |
| Information Governance implications discussed with IG Support Officer   |                          |             |
| Legal/ Policy implications discussed with Corporate Operations Manager  |                          |             |
| Other Implications (Medicines management, estates, HR, IM&T etc.)       |                          |             |
| Any relevant data requirements discussed with CSU Business Intelligence |                          |             |
| <b>Signed off by Report Owner (Must be completed)</b>                   |                          |             |

