

**AGENDA ITEM NO 8.3**

**South Tees Hospitals**   
 NHS Foundation Trust

<b>Meeting / Committee:</b>	Board of Directors	<b>Meeting Date:</b>	25 February 2014
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<b>This paper is for: (Only 1 column to be marked with x as appropriate)</b>	Action/Decision	Assurance	Information
			X

<b>Title:</b>	The Talent for Care – Consultation
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<b>Purpose:</b>	To advise and inform the Board of Directors of the recently published consultation document and the action being taken to consult with staff across the organisation.
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<b>Summary:</b>	<p>The Talent for Care was published on 24 January 2014 by Health Education England (HEE) in response to the Cavendish Review. The aim is to produce a strategy for all staff working in bands 1-4 within the NHS which will focus on recognition of the need for support staff and the contribution they make to the provision of health services, formal opportunities for staff to improve and progress their career prospects and nationally agreed standards and arrangements for those staff working in bands 1-4.</p> <p>The organisation is expected to consult with staff on the proposed strategy and provide feedback to Health Education England on the findings of the consultation.</p> <p>Consultation closes on the 24 March 2014.</p>
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<b>Prepared By:</b>	Andrew Thacker Assistant Director of Human Resources	<b>Presented By:</b>	Chris Harrison Director of Human Resources
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<b>Recommendation:</b>	Board of Directors accept the report for information.
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<b>Implications (mark with x in appropriate column(s))</b>	Legal	Financial	Clinical	Strategic	Risk & Assurance
				X	

## **BOARD OF DIRECTORS**

### **BRIEFING NOTE - THE TALENT FOR CARE**

#### **Background**

The Talent for Care document was produced in response to the Cavendish Review and focuses on the role and work of support staff working in bands 1-4 in the NHS. Health Education England recognise that around **60%** of NHS care is provided by **40%** of the workforce who have access to just **5%** of national resources for education and training.

The Talent for Care has been developed by Health Education East of England and applies to all staff working in the NHS in bands 1 to 4. The consultation document on the strategy was published by Health Education England on 24 January. The aim to produce a strategy with three main objectives:-

1. Nationally agreed recognition of support roles in the healthcare team and their part in delivering high quality, safe patient care
2. Formal opportunities for people to improve and progress within and beyond bands 1-4
3. Nationally agreed arrangements, consistent standards and certification, where relevant.

The final date for feedback on what should be included in the strategy is 24 March 2014.

#### **Consultation**

There is a requirement for the organisation to consult with as many band 1-4 staff as is possible through focus groups and a questionnaire. Materials to help with the consultation have been developed by Health Education North East and are available for us to use and/or adapt as we see fit.

We are required to hold at least 2 presentations/focus groups with bands 1-4 staff to raise their awareness of the consultation document and provide them with an opportunity to give feedback on what they think should be included in the final strategy document.

We have engaged with staff side colleagues locally who have offered support to help by taking part in the focus groups and generally raising awareness with their members.

Further information on dates of focus groups will be circulated in the near future, but it is anticipated that these will be held in early-mid March.

HENE have agreed to fund any materials used throughout the consultation which can include refreshments at the focus group events.

Andrew Thacker  
Assistant Director of Human Resources  
14 February 2014