



Moving Medicine

Staffing and Staff Management Governance Matrix

You can use this matrix as a guide and checklist to help you with your Governance framework. There are lots of useful documents and information within the Active Hospital Toolkit to assist you in planning and developing your Governance framework.

Activity	CQC Domain	Resources	Examples
Recruitment	Safe, well led	<ul style="list-style-type: none"> ○ Description of Banding and salary scales 	<ul style="list-style-type: none"> ○ Job descriptions for all staff ○ Person specifications for all staff (with desirables and essentials)
Induction	Safe, well led, caring	<ul style="list-style-type: none"> ○ Induction packs 	<ul style="list-style-type: none"> ○ Induction packs
Training	Safe, effective	<ul style="list-style-type: none"> ○ Mandatory training ○ Moving Medicine training 	<ul style="list-style-type: none"> ○ Prescribing movement resources ○ Active Conversation course
Education	Safe, effective	<ul style="list-style-type: none"> ○ Desirable education events ○ Conferences and courses 	<ul style="list-style-type: none"> ○ Education governance section
Mentorship	Well led	<ul style="list-style-type: none"> ○ Role of a mentor 	<ul style="list-style-type: none"> ○ Local mentor structure
Appraisal	Well led, effective	<ul style="list-style-type: none"> ○ Components of an appraisal 	<ul style="list-style-type: none"> ○ Appraisal template
Leadership development	Well led, effective	<ul style="list-style-type: none"> ○ Leadership training for lead consultant and physio 	

Adapted from Pearson B et al. The clinical governance of multidisciplinary care. International Journal of Health Governance. 2017;22(4):246-50

