

People & OD COMMITTEE UPDATE	
Date of meeting	Tuesday, 2 nd October 2018
Attendees	Mr Harjinder Kang, Mrs Raffaella Goodby, Mrs Paula Gardner and Ms Sue Bullock
Apologies	Mr Toby Lewis, Mr Richard Samuda and Ms Rachel Barlow
Key points of discussion relevant to the Board	<ul style="list-style-type: none"> • Rostering compliance, improvement plan and key metrics discussed. Bring update on rostering compliance and practice to December 2018 People and OD Committee • PDR moderation, timelines, moderation dashboards and data discussed and suggestions made for links to talent mapping • Nurse Escalator discussed and relaunch suggestion • Revised People Plan KPI's and IQPR metrics agreed
Positive highlights of note	<ul style="list-style-type: none"> • PDR moderation dashboards and process was well received • Development of content of Nurse Career Escalator • Positive progress of engagement programme
Matters of concern or key risks to escalate to the Board	<ul style="list-style-type: none"> • BAF 8 may need some further work in relation to EU staff and national and international skills shortages • Rostering compliance and annual leave management improvements required
Matters presented for information or noting	<ul style="list-style-type: none"> • People Plan max workstream of Weconnect • Workforce refresh to be taken through executive before being discussed at December committee
Decisions made	<ul style="list-style-type: none"> • Noted rostering improvement plan • Relaunch Nurse Escalator • Revised people plan KPI's and IQPR Workforce metrics

Harjinder Kang

Chair of the People and Organisation Development Committee

For the meeting of the Trust Board scheduled for TBC