

<b>PEOPLE AND OD COMMITTEE</b>	
Date of meeting:	26 <sup>th</sup> April 2019
Attendees:	Mick Laverty (Chair), Prof Kate Thomas, Toby Lewis, Raffaella Goodby, Rachel Barlow, David Carruthers, Paul Hooton, Chris Rickards, Frieza Mahmood
Apologies:	Richard Samuda, Harjinder Kang, Paula Gardner
Key points of discussion relevant to the Board:	<ul style="list-style-type: none"> <li>• Rostering key performance indicators: Significant concerns raised regarding compliance with the clear measures agreed by the board</li> <li>• Good progress in planning for second year full cycle of PDRs, including changes to moderation process and a clearer offer for high performers</li> <li>• Long term workforce model is clear for 2019/20, but needs work for beyond 2020 inclusive of new roles. Consideration should be given to external expertise on labour market analysis and impact on SWBH workforce.</li> </ul>
Positive highlights of note:	<ul style="list-style-type: none"> <li>• Performance and Development Review programme embedding well</li> </ul>
Matters of concern or key risks to escalate to the Board:	<ul style="list-style-type: none"> <li>• Rostering is not improving at a satisfactory pace to meet the Board's expectations</li> </ul>
Matters presented for information or noting:	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
Decisions made:	<ul style="list-style-type: none"> <li>• Review progress at next meeting against elements of the People Plan</li> <li>• Consider annual cycle of agenda items for this committee</li> </ul>
Actions agreed:	<ul style="list-style-type: none"> <li>• Additional scrutiny of manager's performance against rostering requirements</li> <li>• High potential individuals to be tracked quarterly</li> </ul>

**Mick Laverty**

**Chair of the People and OD Committee**

***For the meeting of the Trust Board scheduled for 2<sup>nd</sup> May 2019***