

PEOPLE AND ORGANISATION DEVELOPMENT COMMITTEE

Date of meeting:	30th October 2020
Attendees:	Richard Samuda (Chair), Kate Thomas, Frieza Mahmood, Bethan Downing, David Carruthers, Kathy French, Susan Rudd, Janice James.
Apologies:	Toby Lewis, Mick Laverty, Liam Kennedy
Key points of discussion relevant to the Board:	<ul style="list-style-type: none"> Recruitment Performance for October 2020 with a clearer understanding of nursing fill progress, gaps and future actions Discussion on viability of workforce repository to support assurance following outcome of stakeholder feedback, with alternatives agreed. Detailed Health and Wellbeing update presented on longer term plans and additional funding for psychological and wellbeing support through FIC. Comprehensive action plan discussed and agreed in relation to key workforce priority areas for the NHS People Plan alongside local priorities Received an update on confidence level for SBAF items 1, 11 and 12
Positive highlights of note:	<ul style="list-style-type: none"> Awarded HPMA 2020 – Bevan Brittan, National Wellbeing Innovation Award for Junior Doctor Wellbeing (Energy Pods) Awarded HPMA 2020 – Health Sector Talent, Best Recruitment Initiative for Fast Track Local Recruitment Processes (One Stop Recruitment Shop)
Matters of concern or key risks to escalate to the Board:	<ul style="list-style-type: none"> SBAF 1 – Management Bandwidth Impact of Nursing Vacancies on covid response and winter staffing
Matters presented for information or noting:	<ul style="list-style-type: none"> HR & OD Scorecard
Decisions made:	<ul style="list-style-type: none"> Financing of match funding shortfall for Single Rostering System as part of covid management response and future workforce sustainability Acceptance of financial impact to POD budget of needing to provide additional centralised resourcing support for nursing vacancies. Alternative proposal for workforce assurance endorsed SBAF Item 1 (management bandwidth) to be discussed at next Board
Actions agreed:	<ul style="list-style-type: none"> Items to be brought back for discussion/update at next meeting were agreed as updates on Nursing Recruitment, Wellbeing, E-Rostering Bid, High level People Strategy Scope and Action Plan Progress.

Richard Samuda, Trust Chair

Chair of the People and Organisation Development Committee

For the meeting of the Trust Board scheduled for 5th November 2020