

**PEOPLE AND ORGANISATION DEVELOPMENT COMMITTEE**

Date of meeting:	26th February 2021
Attendees:	Mick Lavery (Chair), Richard Samuda, Richard Beeken, Liam Kennedy, Frieza Mahmood, David Carruthers, Mel Roberts, Nora Parsons, Nick Bellis, Susan Rudd
Apologies:	Toby Lewis, Kate Thomas
Key points of discussion relevant to the Board:	<ul style="list-style-type: none"> <li>• Detailed Recruitment Performance breakdown for January 2021 provides a clear understanding of vacancy fill progress, gaps, mitigations and future actions to support sustained resourcing ambitions.</li> <li>• Strategy for retaining staff in hotpot areas with broader piece on retirement offer to follow.</li> <li>• Psychological health of the Workforce</li> <li>• Armed Forces Covenant</li> </ul>
Positive highlights of note:	<ul style="list-style-type: none"> <li>• Time to Hire has reduced from 111 days to 77 days on average.</li> <li>• 20% of Staff have had comprehensive, integrated wellbeing assessments.</li> <li>• Successful NHSI Bid for New Integrated Rostering System</li> <li>• Successful NHSI Bids for Strand, A, B, C for International nurse recruitment</li> </ul>
Matters of concern or key risks to escalate to the Board:	<p>Mental Health Assessments:</p> <ul style="list-style-type: none"> <li>• 355 of staff scored in the abnormal high category for anxiety (5%)</li> <li>• 158 of staff scored in the abnormal high category for depression (2%)</li> <li>• 114 staff scored in the abnormal high category for both conditions (1.5%)</li> </ul>
Matters presented for information or noting:	<ul style="list-style-type: none"> <li>• Recruitment Scorecard</li> </ul>
Decisions made:	<ul style="list-style-type: none"> <li>• Signing of the Armed Forces Covenant</li> </ul>
Actions agreed:	<ul style="list-style-type: none"> <li>• Items to be brought back for discussion/update at next meeting were agreed as Recruitment KPI's and Wellbeing Strategy and Resources,</li> </ul>

**Mick Lavery, Chair of the People and Organisation Development Committee**

**For the meeting of the Trust Board scheduled for 4th March 2021**