

PEOPLE AND OD COMMITTEE – PUBLIC SUMMARY

Date of meeting:	29 th October 2021
Attendees:	Mick Lavery (Chair), Dinah McLannahan, Frieza Mahmood, David Carruthers, Kate Thomas, Di Eltringham, Liam Kennedy. Meagan Fenandes, Meggan Jarvis, Leeanne Owen
Apologies:	Mel Roberts, Richard Beeken, Mel Roberts
Key points of discussion relevant to the Board:	<p>The Committee received updates on:</p> <p>MMUH Workforce Transformation Update</p> <p>POD received an update on workforce transformation activity currently being undertaken in preparation for the opening the Midland Metropolitan University Hospital (MMUH).</p> <p>ERostering update</p> <p>POD was informed verbally on the work on ERostering.</p> <p>Heatmap and update on Retention</p> <p>POD received a further progress update on actions taking place within the key retention work streams which are based around a generational approach to retention, as well as the findings from the exit survey data collected in the first 6 months since launch.</p> <p>Quarterly Pulse Check Results</p> <p>The committee a verbal the first quarterly results of the Pulse survey And agreed for this to comeback to the next meeting for a more in-depth conversation.</p> <p>HR Integrated Scorecard</p> <p>PODS were informed of the recruitment activity for the Trust and acknowledged the ongoing improvement in our 'time to hire'.</p>
Positive highlights of note:	Progress on retention within the Trust.
Matters of concern or key risks to escalate to the Board:	<p>Workforce planning</p> <p>Heat mapping</p>
Matters presented for information or noting:	N/a
Decisions made:	N/a
Actions agreed:	N/a

Mike Lavery, Non-Executive Director
Chair of the People and OD Committee

For the meeting of the Trust Board scheduled for 4th November 2021