

Name of Meeting:	People Committee
Date of Meeting:	20 March 2019
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Highlights from the meeting

The committee was inquorate and, therefore, unable to take decisions.

1. The Committee discussed the NHS Staff survey results, which indicate that the Trust is above average in most areas, and supported the proposed areas of focus. The Committee also requested that staff concerns about having adequate materials, supplies and equipment to do their jobs, which would clearly impact on morale and potentially on safety, are addressed.
2. People Plan refresh – key risks remain workforce supply and resilience and the Committee discussed the refreshed People Plan which contains measures to address these issues.
3. Alternative routes to nurse registration. The committee was informed about a proposal to increase registered nurse numbers in collaboration with Bolton University. HEE are currently considering providing funding for this course which would enable nurses who work at Airedale, other local trusts and care homes, who are registered abroad but not in the UK, to undertake a 12-18 month course leading to UK registration.

Challenges from the meeting

1. Medical workforce report. The Committee discussed a report on 3 key issues challenging the medical workforce, particularly at consultant level: resilience; pensions and tax; and vacancies. It was agreed that these matters are largely outside the Trust's control, and that a different workforce response may bring opportunities. Cultural shift is needed to enable collaborative working.
2. The Guardian of Safe Working report was also concerning to the committee. The impact of rostering issues on small rosters has led to such issues as trainees being unable to take leave at very important times in their personal lives. The committee discussed potential measures which may alleviate the problems including middle management medical leadership, pastoral support and models of working such as physicians associates being used more widely. Safety implications in the exception report narrative were forwarded to Quality & Safety Committee.

New / Emerging risks

No new risks identified