

Name of Meeting:	People Committee
Date of Meeting:	18 September 2019
Prepared by:	Melanie Hudson, Non-Executive Director/Chair of Committee

Highlights from the meeting

The Committee received two presentations from teams outlining the results of the staff survey for their areas, the key improvements, areas of concerns and actions. This was a really useful way of bringing issues to the Committee and to better understand how teams were responding and where support from other areas of the trust would be welcomed.

The two areas presenting were the pathology and Medical Secretaries/Ward Clerks. Both presentations gave the Committee an insight into the areas of good practice which could be shared across the Trust, and to be developed outside of the meeting. It was positive to hear of the improvements in both areas in relation to local support and line management since the previous survey had taken place. The positive way that the pathology team had embraced the apprenticeship strategy was acknowledged as an area of best practice.

Communication and better involvement in the wider change process was a clear area for development to improve the service and wellbeing of colleagues across both of the presenting departments. Some anxiety about the future was expressed in relation to developments which would impact on the teams and it was agreed that some further work would take place as a result of the presentation outside of the meeting. However, there were also a number of really positive examples of practice that were shared.

Assurances gained at the meeting

The Committee was given assurance that there were ongoing improvements in the numbers of colleagues who had now had an appraisal, and that ongoing work was taking place to find ways to ensure that this would include the medical workforce, in the context of the current recruitment challenges.

Mandatory training – again this is an area where at a Trust level improvement have been made and discussion took place about the areas where there were still some challenges. The Committee was assured that the importance of this was understood and that work was ongoing to ensure that improvements were being made in to ensure there were no high-risk areas. This would be monitored by the Executive and reported back to future meetings.

Challenges from the meeting

Medical Staff Recruitment

Medical staff recruitment and retention continues to be an area of challenge for the Trust and a detailed paper and presentation was put to the Committee outlining the position of the Medical workforce across the Trust and the challenges which needed wider consideration.

A summary presentation enabled the Committee to better understand the challenges and in particular the impact that the pension changes were having on the available consultant time which was in turn adding to the recruitment challenges.

The Committee was advised that the consultant team were involved in the Trust debate about the impact of the pension and taxation changes, and ongoing discussion was taking place. This is an area which will need further consideration by the Board moving forward.

Following further discussion at the Board, a clear action plan to address the issues in the paper was requested to be received in a timely manner.

New / Emerging risks

Lack of ready access to data relating to people

It was brought to the attention of the Committee that some of the information which had been requested was being manually produced. It was agreed that further work would take place outside of the meeting to review the remit of the Committee in the context of the Trust Strategy and the NHS People Plan and then to agree the data that would be regularly reviewed by the Committee and to understand what was required to produce that.