

Name of Meeting:	People Committee
Date of Meeting:	20 November 2019
Prepared by:	Melanie Hudson, Non-Executive Director/Chair of Committee

Highlights from the meeting

The meeting had a focus on this occasion on the medical workforce and developing more appropriate reports related to the People Plan across the Trust, supporting a refreshed approach to the work of the Committee.

1. A particular highlight from the meeting was the attendance of two junior doctors in training at different stages of their journey, to provide the Committee with feedback about their early experiences at Airedale and in particular the effectiveness of the induction programme. The two colleagues involved gave the Committee insightful responses about their experiences to date, and where things were working well and where there was room for improvement. Appropriate actions were agreed to be followed up outside of the meeting by members of the Executive Team. The discussion supported the proposal to the Committee that there should be a regular and relevant colleague story/experience presented to the Committee to complement its programme of work, and to provide assurance where necessary that actions and concerns had been addressed and to identify further areas of development.
2. The presentation of a detailed paper outlining the key issues relating to the medical workforce following on from the recent board and committee meetings was discussed as the main item on the agenda and further sets of actions were agreed to move forward, subject to discussion with the Executive Team and at the Board of Directors' meeting in November.
3. The Terms of Reference and Membership of the Committee had been reviewed and, subject to some minor amendments, were agreed as positive changes which would further develop the work of the Committee and are now to be presented to the Board for approval.

Assurances gained at the meeting

The discussion with the two junior doctors gave the Committee assurance that the report from the Medical Director and other colleagues and the induction of the new doctors had been improved as a result of the experiences reported from the last intake and that consistent positive improvements were in place, although the consistency of local induction was an area for further development. This will be followed up by the Committee.

In addition, the Committee was given feedback that the experience and reputation of Airedale as a choice for Doctors in Training was a positive one.

Challenges from the meeting

Medical Staff Recruitment

As previously discussed, medical staff recruitment and retention continues to be an area of challenge for the Trust. A more detailed paper was put to the Committee outlining the position of the medical workforce across the Trust supported by a detailed analysis of the workforce by staff group to enable the Committee to have a more focused discussion and better understand the challenges presenting the Trust.

Members of the Committee asked for some further work to be done to clarify the risks in each area, as appropriate, and for the next meeting to receive information on the actions completed to date and to receive a clear plan which would underpin a longer term strategy to move the Trust forward, particularly in the light of the staffing profile, projected levels of turnover and areas identified to be currently impacted upon by levels of resource.

A key aspect of discussion was the need to ensure that we were all assured that the data being received by the Committee and the Board was a single version which had been produced in a streamlined, and wherever possible, automated manner and this had to be a key objective moving forwards. In the interim, the Committee needs to assure itself that the data it is seeing is correct and triangulates the position accurately.

Pensions and Taxation

The impact of the taxation and pension situation was discussed and there was a verbal up-date given in relation to a press release which proposed an approach for 19/20 only, the Trust is awaiting formal correspondence in relation to this. It is still having a local impact on activity and the committee was advised that the Executive were working closely with the Consultant body to try and minimize any impact and understand concerns.

Lack of ready access to data relating to people

As discussed at the previous meeting, it was brought to the attention of the Committee that some of the information which had been requested was still having to be manually extrapolated. New and improved reports were considered by the Committee, but Non-Executive challenge questioned whether we could be assured that the data was an accurate reflection of activity, in all instances. As discussed at the last meeting further work would be needed as part of the data improvement piece to produce this. Timescales for this work and associated resource implications would need to feed into the digital strategy.

New / Emerging risks

There were no new risks presented to the Committee.