

<b>Name of Meeting:</b>	People Committee
<b>Date of Meeting:</b>	25 March 2020
<b>Prepared by:</b>	Melanie Hudson, Non-Executive Director/Chair of Committee

### Highlights from the meeting

A detailed discussion took place about the impact of COVID-19 to date and the impact on people right across the Trust.

It had been agreed that the meeting agenda would be focused on urgent items and that Joanne Harrison (JH) and Karl Mainprize plus the NEDs would be in attendance virtually, to free up other colleagues at this time.

A presentation was given from JH outlining the Trust's strategic ambition for people which had been due for submission shortly. This was to be shared with colleagues at a range of presentations and it was agreed that Nadira Mirza, NED, would liaise with JH to ensure that the message was that the Trust was committed to a workforce that embraced diversity and inclusion as it needed further strengthening.

### Assurances gained at the meeting

- The importance of clear communications and a consistent message in a rapidly changing environment was discussed as a key area of concern, along with the need for support for colleagues at all levels on a regular basis, and to support them after the peak of the virus.
- The committee was given assurance about the current range of activities and support being put in place including regular briefings, daily debriefs and the development of areas for staff to de-stress. This is an area for ongoing monitoring as this is still an early stage and would be reported at the next meeting. Support for junior doctors was also discussed.
- Despite the current challenges 4 specialty consultants had been recruited successfully.

### Challenges from the meeting

- As outlined above, support for all colleagues.
- Impact of COVID-19 on absence and sickness levels.
- Ongoing staff recruitment at all levels. From the Nursing and Midwifery report JH advised that a cohort of overseas nurses had been brought forwards and there were now 34 of the planned 70 now working for the Trust. However the timing of the arrival of the remaining new recruits would clearly be impacted upon by the current situation.
- Absence levels and the need to continue to recruit all groups of staff were discussed. JH advised the committee of the other schemes to bring back colleagues into employment being administered regionally and at the time of the meeting there were 6000 nursing applications recorded nationally.

- AGH Solutions had ongoing recruitment requirements in the light of both vacancies and staff absence; they were attempting to recruit from the leisure industry using a Fastrack process which turned applications around in 24 hours.

---

**New / Emerging risks**

---

The impact of COVID-19 on the people working for the Trust cannot be underestimated and although the planning appeared to be comprehensive it is too early to fully understand the effect on a local basis.

The need to support the Executive team was also discussed and the NEDs offered support as needed.

The importance of regular and clear two-way communications, although always important, has grown and the need for clarity in the face of messages on social media etc. cannot be underestimated.