

<b>Meeting Title</b>	Mid and South Essex Acute Trusts Boards Meeting in Common		
<b>Meeting Date</b>	3 <sup>rd</sup> April, 2019	<b>Agenda No</b>	17
<b>Report Title</b>	Report from the People and OD Committee in Common		
<b>Lead Executive Director</b>	Barbara Stuttle OBE, Non-Executive Director		
<b>Report Author</b>	Barbara Stuttle OBE, Non-Executive Director		
<b>Action Required</b>	Decision <input type="checkbox"/> Discussion <input type="checkbox"/> Monitoring <input checked="" type="checkbox"/>		
<b>Background / Context</b>	This paper provides a summary of the People and OD Committee since the previous Boards in Common meeting in public on 6 <sup>th</sup> February 2019.		
<b>Recruitment and Retention: 750 nursing vacancies across the 3 Trusts</b>	<p>International recruitment is being explored in India and the Philippines. There is a need to determine the 'offer' across the Group to attract new employees.</p> <p>Staffing model to be determined, taking in to account the Nursing Establishments and use of agencies throughout the Group to ensure consistency.</p>		
<b>Staff Survey</b>	There was a 1% increase in completion of returns to 42% from 2017. An action plan has been developed across the Group and a recognition that the plan needed to be smarter. The Committee requested a SMART dynamic plan to assist in improving the 2019 survey.		
<b>Culture of the Organisation</b>	Plans need to be pulled together and key objectives determined.		
<b>Branding and identity</b>	<p>A robust communication plan being developed. This is to be brought to the Boards in Common for discussion;</p> <ul style="list-style-type: none"> <li>• A range of Leadership and Respect programmes have been introduced</li> <li>• Continued involvement in National Apprenticeship week; the Committee requested a cost/benefit analysis to be undertaken</li> <li>• Work needs to be undertaken regarding harmonisation across the 3 Trusts. An action plan has been requested</li> <li>• KPI's will be updated, as will the BAF, following the proposal for the People and OD Committee</li> </ul>		
<b>Summary</b>	The Committee considered that the agenda was too full to enable appropriate discussion and consideration. It was agreed that a seminar meeting to discuss Recruitment and Retention would be arranged prior to the next meeting, enabling a preferred option for the next steps.		

<b>Assessment of Implications</b>	
<b>Financial</b>	<p>Does this proposal have <u>revenue</u> (recurrent or non-recurrent) implications for the Trusts? <b>No</b></p> <p>Does this proposal have <u>capital</u> (recurrent or non-recurrent) implications for the Trusts? Yes / No</p> <p>If yes, can these implications be <u>fully</u> covered by existing budgets? Yes/No</p>
<b>Risk</b>	The work of the People and OD Committee mitigates the risk that failure to recruit and retain staff may impact upon the delivery of services. This risk is reflected in the Group Board Assurance Framework.
<b>Equality and Diversity</b>	This proposal has been subject to an equality analysis no implications have been identified for groups with protected characteristics
<b>Freedom of Information</b>	<i>No exemptions apply (i.e., information is in the public domain)</i>
<b>Other Implications Identified</b>	None of note
<b>Recommendation</b>	<p>The Trust Boards of BTUH, SUHT and MEHT are invited to:</p> <p>Note recent progress by the People and OD Committee.</p>
<b>Appendices</b>	N/A