

## **Three Trusts Boards in Common – 13 November 2019**

### **Report from the People & OD Committees in common held on 25 September**

#### **Introduction**

The People & OD Committee in common met on 25 September 2019.

Below is a summary of the main issues discussed at this meeting.

#### **Staff Story**

Two international nurses gave an account of their experience when they joined BTUH as nurses. The Committee found it useful to have a staff story at each meeting and discussed ways to capture the feedback from the staff through a report.

#### **BAF Risk- workforce**

The Committee positively acknowledged the progress made in developing the BAF relating to workforce and suggested some minor amendments.

#### **People & OD Report**

At each meeting, the Committee receives an overview of current activity within People & OD and highlights the outputs from the range of activities undertaken by People & OD.

Investment in the OD team had been approved by the Joint Investment Committee which allows recruitment to new and vacant posts. This will consolidate the team and help deliver the projects in time for the merger.

The Committee continues to emphasise the urgency to harmonise statutory/mandatory training across the three Trusts. A steering group has been set up which is being chaired by the Chief Nurse to speed up the harmonisation of the stat man project.

The business case for the harmonisation of the learning management system has also been approved and progress will be monitored by the Committee.

The culture work is also progressing and Michael West delivered an inspiring session on Compassionate Leadership on 9 October to the Boards in common. Another session has been scheduled for 20 November where Nicola Hartley, OD Director at Bournemouth and Poole hospitals will provide her experiences and insights of organisations merging and culture change work.

#### **Interim People Strategy**

NHS England/Improvement had published the Interim People Plan for the NHS. This has been developed over the last few months and sets an agenda to tackle the

range of workforce challenges in the NHS with a particular focus on the actions for this year.

The Interim MSE people strategy is broadly in line with the plan that had been published and the Committee agreed to recommend the strategy to the Boards in common for approval subject to minor amendments recognising that the plan will be progressed imminently.

### **Freedom to Speak up (FTSU)**

The Q4 2018/19 and Q1 2019/20 Guardian Service Report and the subsequent action plan were presented to the Committee. The Committee acknowledges the good progress made in the service across the three Trusts and more staff are being encouraged to speak up more freely and without fear of reprisal. The Committee discussed the concerns raised, the trends and themes.

The MSE FTSU Strategy was also discussed and the Committee recommends the strategy to the Boards in common for approval.

### **Workforce Performance**

The Committee noted the Workforce, Leadership and Improvement Capability report.

### **High level update on suspension**

The Committee noted an update on the current suspensions and exclusions across the three Trusts.

### **Apprenticeship strategy progress update and next steps**

The Committee received a presentation on the apprenticeship nursing career pathway. The analysis built on the previous discussions that took place at the Committee with regards nursing back fill costs.

A business case will be finalised once the new Head of Professional & Commissioned Education is in post. Support is also being sought from the finance department and agreement will be sought from the Chief Nurse and Directors of Nursing.

The Committee recognised that the business case is being worked through; however raised concerns on the urgency of finalising the investment required before the next meeting, failing which the levy will be clawed back. It was clear that apprenticeship is part of the solution to the overall nursing recruitment and needs clear mapping/inclusion in part of the overall R&R plan.

The Chief Nurse expressed her concerns with regards the skill mix issue on wards and the fact that this could be diluted with an increased number of unqualified nurses. It was agreed that a scoping exercise will need to be undertaken with the site DoNs and this will be reported at the next meeting.

## **Recruitment and Retention business case**

The Recruitment and Retention business case was not presented to the Committee but was discussed as part of the action log. The Committee raised its concerns with regards the delay in finalising the business case and more importantly in confirming the investment required for recruitment and retention of nurses. The Committee emphasised that with the winter season looming and given the existing number of nursing vacancies, pressures on the ward would be insurmountable and there is an urgency to take actions now in order to be able to support the wards at the appropriate time. The Committee was also concerned with regards the overall staffing model to run the MSE. It was noted that the business case had been drafted but awaiting the finalisation of the finance figures and executive sign off. A discussion followed on the contribution of the apprenticeship levy to support the overall recruitment and retention case.

The Committee agreed that a covering paper with accompanying appendices (recruitment and retention and apprenticeship levy) should be provided at the next meeting for approval.

**Barbara Stuttle, CBE**  
**Chair, People & OD Committees in common**  
**5 November 2019**