

Three Trusts Boards in Common – 11 March 2020

Report from the People & OD Committee in common held on 22 January 2020

Introduction

The People & OD Committee in common met on 22 January 2020.

Below is a summary of the main issues discussed at both of these meetings.

Staff Story

A very inspiring account was provided by a member of staff on her career journey and professional development through the Mary Seacole Leadership Programme, Deputy Director Programme, Career Coaching and Mentoring programme.

BAF Risk- workforce

The BAF related to workforce was reviewed and the Committee agreed for the risk score to remain static at 20.

Workforce Performance

At each meeting the Committee reviews the workforce performance for the previous month. The Committee noted the November workforce performance.

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.

The Committee was pleased with the good progress made regarding the culture plan and the commitment from the Board.

The Committee has been emphasising on the urgency to harmonise statutory/mandatory training across the three Trusts. Progress has been slow due to the departure of the TEL Lead. As of 31st October, 5 of 19 subjects were harmonised (full or interim solutions). Using the progress scoring based on a 5 point scale, progress is approximately 62% complete. The Committee emphasised the need to have a standardised approach to CPR training across the three sites by the end of March. The Committee was concerned that this could pose a risk to patient safety and revalidation issues. On behalf of the Committee, I have written to the Chief Nurse and Chief Medical Officer and have requested them to prioritise the alignment of the CPR training and ensure this is implemented at latest by 31 March 2020 in time for the merger.

Staff survey lessons learnt

An update was provided on the staff survey; the trusts have had the biggest ever jump since 2014 with all 3 trusts having an above the NHS acute trust average of 46%. MEHT was in the bottom 20% of country last year and is now above average. This is good news for the group and a lot of initiatives have been put in place before the launch of the survey and during the survey.

Strategic partnership opportunity

An opportunity has presented itself for Southend Hospital to build longer term strategic partnership with an overseas university in India which will help international recruitment of both medical and nursing staff.

Alan Tobias OBE has agreed to Sponsor the project and to be a contact with the Dean/Head of the respective university.

Recruitment pipeline, activity and action

Significant volume of recruitment has been processed year to date with a robust pipeline for nurses for the rest of the financial year. This is in part due to the success of the International Recruitment campaigns. Now that nursing is being stabilised and in line with the improvements in recruitment processes, focus will shift to joint campaigns for hard to fill areas in AHP and Medical as well as discrete areas in Nursing.

The Committee emphasised the need to look at things differently and pointed out that a strategy is needed to attract more nurses and doctors. The Committee noted that the clinical reconfiguration will have a huge impact on the workforce strategy and the plan is to establish the workforce requirement for phase 1 of the clinical reconfiguration. The Committee recognised that careful planning is required for each specialty across the three sites and noted that the level of engagement required from the Group CDs and a multidisciplinary team at all levels, the need to deliver BAU as well as the clinical reconfiguration should not be underestimated. The Committee requested that the Group CDs are invited to the meeting to provide an update on the workforce plan by service development.

The Committee also asked to receive an update on the development of the operating model at the next meeting.

Recruitment service recovery plan

The Committee noted the recruitment service recovery plan. Since November, the Recruitment team have focussed on reviewing and embedding the new processes complimented by regular training, formal lessons learned reviews and competition on statistics relating to throughput and accuracy. Time to hire has reduced from 92 days in August to 62.7 days in December. It is anticipated that timescales for processing new vacancies from 1 April 2020 will be aligned to the target time to hire of 47 days.

Retention Initiatives – MSE Nursing Group

The Committee noted that the Recruitment and Retention Board is being revamped and the objective is now to look at how it fits with the culture plan and the wider strategy.

Gender Pay Gap

The Committee noted a report on the gender pay gap with a particular focus on the admin and clerical disparity. The Committee noted that an action plan is in place and highlighted the need to ensure that the plan is linked to flexible working and the opportunities offered to ensure women can get to higher banded role.

Barbara Stuttle, CBE
Chair, People & OD Committee in common