

CHAIR'S KEY ISSUES

ISSUES FOR REFERRING / ESCALATING TO BOARD / COMMITTEE / TASK & FINISH GROUP

ORIGINATING BOARD / COMMITTEE / TASK & FINISH GROUP:		People & Organisational Development Committee	DATE OF MEETING ISSUE RAISED:	23 rd January 2020	
CHAIR:		Carole Taylor-Brown, Non-Executive Director	LEAD EXECUTIVE DIRECTOR:	Clare Conaghan, Director of HR and OD	
Agenda Item No.	DETAILS OF ISSUE:	FOR APPROVAL / ESCALATION / ALERT/ ASSURANCE / INFORMATION?		RISK REGISTER / BAF REFERENCE	PAPER ATTACHED √
16/20	<p><u>Junior Doctors</u></p> <p>The committee were provided assurance on drivers for JD overspend and an action plan has been agreed, with oversight at ODG and update on progress in March. There are multiple factors driving the overspend, both within and outside of HR remit which are now being addressed.</p>	Information		N/A	No
07/20	<p><u>Workforce Assurance Plan</u></p> <p>The Committee noted that the overall quality of the report has improved and that in general there is a trend of positive improvement in outcomes with some hotspots which are moving forward at a slower trajectory. The POD was assured that data has improved and there is increased understanding of the factors affecting performance. Focus continues on alignment of workforce data sources to increase levels of assurance.</p>	Information		N/A	No

10/20	<p><u>Annual Education and Learning Plan</u></p> <p>The Committee approved the direction of travel plan which is moving ESNEFT toward a multi-disciplinary learning platform. Committee noted the opportunity for improved use of the simulation faculty and separately the investment proposal, which is under consideration currently.</p>	Information	N/A	No
13/20	<p><u>EDI</u></p> <p>Committee discussed and approved the report for publication to meet statutory requirements, whilst noting there remains significant work to achieve culturally change required. This will be taken forward at POD.</p>	Assurance	N/A	Yes
14/20	<p><u>Staff Survey Results</u></p> <p>Committee received, discussed the principal findings and discussed potential options for improvement in the forthcoming year. It was agreed the possible options for improvement should be developed further and brought back to the next POD and then at the planned March Board Development session ensuring that activity is aligned and linked to the emergent people strategy. The need for focus, timely but considered responsiveness was emphasised.</p>	Escalation	N/A	No
	<p><u>Mandatory Training</u></p> <p>The Committee received a report on mandatory training which set the agreed steps to be taken to improve compliance particularly in regard to bank doctors whose data is incorporated into the corporate data return. The Committee pressed that this should be implemented as soon as possible.</p> <p>Work has also been undertaken to ensure all mandatory training aligned to roles is</p>	Assurance		No

	<p>correct and consistent and this is now being implemented and may have an impact on the compliance outturn. It was noted that EMT have agreed that from now on all medical staff will now attend the corporate induction. The improvements in administration and availability of e-learning were noted along with the impending changes to Agenda For Change terms which may have an impact on pay progression for staff who are non-compliant. The Committee requested that further work was undertaken to assure if the compliance threshold of 95% and applied levels of mandatory training are consistent with comparable Trusts. Both matters are to come back to POD for further and more detailed assurance.</p>			
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