

NOTES OF THE RECRUITMENT AND RETENTION GROUP
Thursday 9 August 2018, 10.00 – 11.30
At Ann Burrow Thomas Health Centre, South William Street,
Workington, Cumbria, CA14 2EW

In Attendance: Julie Clayton (JC)
Susan Graham (SG)
Christine Harrison (CH)
Ged McGrath (GM)
Gillian Troughton (GT)
Melissa (an Intern with the MPs Office)

RR0042 **AGENDA ITEM 01: WELCOME AND APOLOGIES**

JC welcomed everyone to the meeting and explained the role of the group for EB & LR; this was followed by a round of introductions.

Apologies had been received from Rachel Holliday, Celia Heasman, Mahesh Dhebar Rhia Heron, Amanda Dunkley, Deb Lee and Kieron Bradshaw.

RR0043 **AGENDA ITEM 02: INTRODUCTION – ELSA BRAILEY & LISA RUSSELL FROM HOME GROUP**

EB & LR explained the background to a project linked to the Nuclear Industry in Whitehaven and how it might be transferrable to Health. They have had numerous meetings with health cancelled but where keen to try and find a way forward.

They have town centre accommodation they find difficult to rent out which might be an ideal start for health workers moving to the area. The group have been looking at how to develop the accommodation currently empty on the hospital site. There is funding available as part of the development of the next stage of WCH to include student accommodation, and could also include temporary accommodation for new health workers for their arrival before they move on and settle.

Home Group keen to be involved in a way forward explained various options and will put something together for the next meeting.

SG & RH will arrange to meet with them before the next meeting to explore further. JC shared contact details to enable things to move forward.

RR0044 **AGENDA ITEM 03: STAFFING UPDATE**

Unfortunately AD had sent apologies. SG expressed her frustration at the difficulty in getting information from the Acute Trust and their lack of involvement in these meetings. JC explained that Kate North would be at the next meeting to update on the Workforce Strategy.

Suzanne Hamilton, recently appointed as deputy director of workforce and OD, is also planning to be at the next meeting.

JC explained the positive things that had been happening and also passed on feedback about the impact of the tea with the team video which is being used at recruitment fairs.

There was a conversation as to whether it was felt the lack of private healthcare in the area (and the opportunity for some specialists to have a private workload alongside their NHS commitments as happens elsewhere) was an issue to clinicians being willing to come here. It was accepted that there would be a lot of concern in the community if this was to be promoted.

RR0045 **AGENDA ITEM 04: ACTION LOG**

The group worked through the action log, updating it where appropriate (see action log attached).

RR0046 **AGENDA ITEM 05: TEA WITH THE TEAM FOLLOW UP WORKSHOP**

It hadn't been possible to arrange a date that the majority of people could attend. When KB is back off holiday he will try again. It was suggested that they go ahead with those who can attend.

RR0047 **AGENDA ITEM 06: ANY OTHER BUSINESS**

JC provided handouts of the Non-Executive Directors of NCUH Trust and a Recruitment update. SG suggested that a Non-Executive Director be invited to attend a future meeting.

RR0048 **DATES AND TIMES OF NEXT MEETINGS**

Thursday 20th September 2018, 10.00am to 11.30am, Conference Room, NHS North Cumbria CCG Offices, Ann Burrow Thomas Health Centre, South William St, Workington, CA14 2EW

Items agreed for the next agenda:

- I. Workforce Strategy Update (from Kate North, Head of Workforce, Futures & Inclusion, NCUHT).

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- II. Tea with the Team follow up Workshop
 - III. Project looking at getting health professionals into schools – Kate North
 - IV. Trudy Harrison MP work fair – how to ensure health attend
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