

**HR Policy Committee (virtual  
meetings from June 2020 due to  
Coronavirus)  
Tuesday 10 November 2020  
2.00 pm**



**SUPPLEMENT TO THE AGENDA**

To: The Members of the HR Policy Committee (virtual meetings from June 2020 due to Coronavirus)

We are now able to enclose the following information which was unavailable when the agenda was published:

\* PUBLIC GUIDANCE NOTES CONTAINED IN AGENDA ANNEXE \*

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Democratic Services, County Hall, Taunton

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# HR Policy Committee Public Meeting

Tuesday 10<sup>th</sup> November 2020





More than 10 cases handled by MWAs over the summer months

Mental Wellbeing Ambassador.

67% response rate to the Wellbeing themed Staff Survey



workingwell

More than 40 Virtual Kitchens run for SCC staff

More than 30 DSE Webinars arranged for staff to attend

Over 50 participants across 3 webinars run by David Partlow on Mental Wellbeing and Suicide Risk





### Tour de Somerset week one leaders announced!

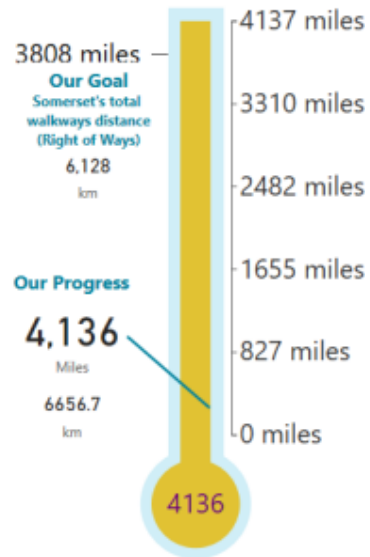
#### Furthest total distance (Miles) by person

Stephen Miles	231.36
Patrick Flaherty	187.30
Adam Masters	115.56
Helen Reid	67.66
Andrew Fisk	66.54
Fiona Evans	35.95
Jacqueline Burns	28.30
Tracie Boshier	27.53
Stewart Brock	26.50
Jo	20.92
Paula Kitch	19.97
Clive Mallon	19.49



#### Highest total climb (Elevation - feet) by person

Stephen Miles	11116.00
Patrick Flaherty	5310.00
Adam Masters	4356.00
Helen Reid	2567.00
Andrew Fisk	1804.00
Fiona Evans	1086.00
Jo	697.00
Tracie Boshier	639.00
Jacqueline Burns	630.00
Clive Mallon	534.00
Suzanne Harris	151.00
Gemma	105.00



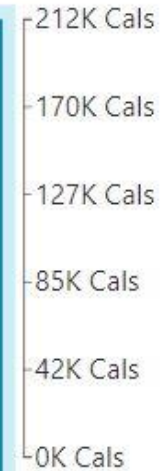
**Goal Achieved!**  
How far past our goal can we go?



Currently, we're **56,029** Cals over our goal!

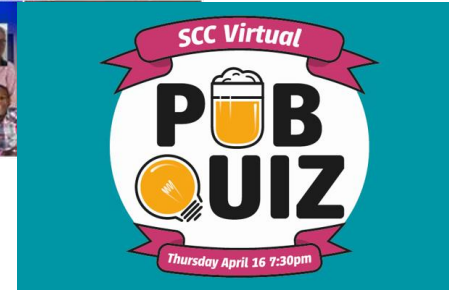
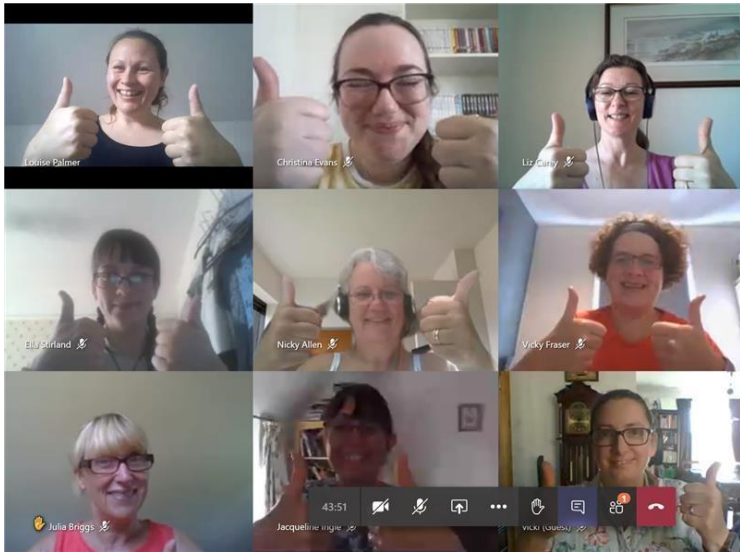
**Our Goal:**  
Burn energy equal to that of a firework! (156,050 calories)...

156K Cals



**Achieved!**  
**Our Progress:**  
**212,079**  
Calories Burned!

212K



Social signing



Chat at a safe distance!

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Events

+ Add event

See all

5 OCT 5 NOV	The Big Bang Challenge Mon 5 Oct, 09:00	NOV 2	Care first webinar: Care first services Mon 2 Nov, 12:00	NOV 3	Care first webinar: Managing stress and anxiety Tue 3 Nov, 12:00	NOV 4	Care first webinar: Stress, Anxiety and Sleep Wed 4 Nov, 12:00
NOV 4	DSE Webinar Wed 4 Nov, 14:00	NOV 5	Care first webinar: Stress and motivation Thu 5 Nov, 12:00	NOV 6	Care first webinar: Nutrition and stress Fri 6 Nov, 12:00	NOV 10	DSE Webinar Tue 10 Nov, 11:00
NOV 11	In Stitches Wed 11 Nov, 13:00	16 NOV 22 NOV	Alcohol Awareness Week Mon 16 Nov, 00:00	NOV 16	DSE Webinar Mon 16 Nov, 09:30	NOV 25	DSE Webinar Wed 25 Nov, 11:30
DEC 1	DSE Webinar Tue 1 Dec, 10:00	DEC 7	DSE Webinar Mon 7 Dec, 14:30				



Put the kettle on and have a chat in the virtual kitchen



Improving LIVES



# New Ways of Working Update

- Task and Finish Group – overview of the whole picture of new ways of working and shared debate – property, ICT, internal design, behaviours and culture, service representation
- Comms and Engagement Group – working to develop the narrative behind the priorities of Leadership and Management, Moving to Maximum Flexibility and Future of Work with a view to collaborating with Service Area representatives.
- Looking at the Ebb and Flow Model of Managing staff access to desks and other office space
- Looking at reviewing meetings culture

# Partnership with Health – Direction of travel

The strategic workforce outcomes have been streamlined and revised for 20/21 as a result of this new direction and include the following:

1. A single view of the health and social care system workforce where consistent workforce planning approaches creates a shared understanding of immediate workforce needs, demands and future requirements
2. Careers in health and social care are effectively promoted and understood by target groups in Somerset with improved routes in via apprenticeships, volunteering and work experience
3. Proactive recruitment activity is informed by effective workforce planning with reductions in vacancies and an increased number of 18 - 24 year olds within the Somerset health and social care workforce
4. An increase in the number of local graduate nursing associates and registered nurses entering and remaining in the workforce across the system
5. Somerset's health and social care workforce has increased capability and agility with increased skill mix across all sectors
6. Improved alignment of system required core competencies to programmes of learning increasing the flow of talent into the system and improving retention through talent development







# Priority Areas

- **Breaking Barriers Innovations** (BBI)
- Supporting Our Shared Endeavour and Somerset Academy to develop our colleague 'change agents' across the system
- Developing 4 **workforce planning** projects with system colleagues
- Piloting a NHSE/I **national flagship OD Systems Thinking Programme** across health and social care
- Supporting **Primary Care** with apprenticeships, new reimbursable roles, QI
- Implementing a **nursing degree programme** & increasing the number of graduate nursing associates and registered nurses entering the profession in Somerset (supporting 50k target)
- Supporting the growth of **PEPs qualified Practice Educators in Social Work** across SFT and SCC especially with growth in NHS social worker roles & vacancies/aging workforce in local authority social work (talent pipeline)
- Supporting a **social prescribing** project to improve consistency and the offer across Somerset
- **Proud to Care** expansion – raising the profile of health and social care careers
- Supporting the development of a **collaborative NHS Bank** across Somerset for the independent care sector (prep for 2<sup>nd</sup> Covid wave)
- Working with system **Digital** teams, the LEP & SCC on increasing the workforce digital skills in relation to health and social care
- Bid for NHSE/I **whole system health & wellbeing offer**, for all health and social care staff in Somerset

# Reform of Local Government Exit Payments

- The £95,000 cap on Exit Pay in the public sector has been approved by Parliament and came into force on Wednesday 4 November.
- This 'Exit Pay Cap' will limit the total value of exit payments (before tax) made by an employer, and includes the cost of early payment of pension and redundancy payments.
- We are still waiting for guidance on how this will be managed in practice, and what this means for the waiver process and exits currently in progress.
- We will be working with the appropriate authorities. The Local Government Association (LGA) have raised concerns with MHCLG and HM Treasury about the implementation of this legislation, including the treatment of exits currently in process.
- For more information about the Reform of Local Government Exit Payments, click [here](#).

