

## Board of Directors (in Public)

### Item 6.1.3a

**Subject:** People Committee BAF Key Issues Report  
**Date of Meeting:** 7th February 2023 (E-Meeting)  
**Prepared by:** Karen Nightingall, Chief People Officer  
**Presented by:** Margaret Carney, Chair of People Committee  
**Meeting Held:** 6<sup>th</sup> December 2022

This report sets out the key assurances, risks and actions from the recent People Committee meeting. Areas for escalation to the Board of Directors are included below as required.

Agenda Item	Lead Exec	Assurance Received	New/ Emerging Risks	Actions/Comments
5.1 National Workforce Update	KN	Assurance provided around the Trusts preparedness of the impending industrial action along with challenges.	Industrial action risk continues to be reviewed.	The Trust are adopting a consistent HR approach across Cheshire and Merseyside. All eventualities have been explored with a well-rounded approach.
5.2 GMC Survey Action Plan	KN	Committee to continue focus on improvements to the GMC survey results with expectation that Pulse surveys will show improvement following ongoing work. With focus on the culture question and how this is embedded.	-	Update to be provided on engagement both individually and group sessions and the opportunity to liaise flexibly with the next update to include soft intelligence gathered through those engagement mechanisms.
5.3 HR/Learning & Development Quarterly Assurance Report	KN	Most up to date version of NHS jobs is being used. The Digital HR project continues utilising SharePoint in the recruitment process to bridge gaps of the current NHS jobs system. Complaints regarding the recruitment process have reduced significantly.	-	The team are considering improvements to the ESR appraisal process to enable it to be more meaningful and valuable, there will be no national solution next year.

Agenda Item	Lead Exec	Assurance Received	New/ Emerging Risks	Actions/Comments
5.4 People Strategy (includes Health & Wellbeing and & WRES and WDES action plan	KN	<p>Comprehensive health and wellbeing diagnostic assessment will be used to identify staff needs. The team will self-asses LHCH against each section of the NHS health and wellbeing framework, aligned with the NHS model.</p> <p>Data informed decisions will be made following a financial wellbeing staff survey regarding the most valuable and meaningful health and wellbeing initiatives required.</p>	-	Data will be collated and analysed in February and subsequently the culture and wellbeing strategy will be launched end of March.
5.6 Retention action plan	KN	Retention is a key priority for the Trust. The need for innovation is at the forefront for the Trust.	-	-
6.1 HR/L&D LHCH Dashboard	KN	<p>Agency spend is a broader focus for the NHS and the Trust has improved its robust process, requiring sign off by Exec.</p> <p>Staffing gaps are referenced on staffing reports provided to the Board highlighting quality and safety issues.</p>	-	-
7.2 Staff Survey action plans & completion rates	KN	Final figure due on Friday which is expected to be 3-4% higher than last year.	-	Organisational level questionnaires and frequency tables will be available at the end of December and the final report in January 2023.

Agenda Item	Lead Exec	Assurance Received	New/ Emerging Risks	Actions/Comments
7.3 HR Business Partner action plans	KN	<p>HR business partners aligned to each division and will form relationships with key stakeholders and triumvirates providing advice on key issues.</p> <p>There will be focus on the culture in theatres.</p> <p>HR Front Door provides a one stop shop for managers and staff to access HR information.</p>	-	<p>Work is ongoing to digitalise further processes with a SharePoint tracker for ER activity.</p> <p>Clinical coders are now employed by Alder Hey. LHCH to have oversight of performance of this area as it this was highlighted at IPC as reason for delayed data.</p>