

Board of Directors (in Public)

Item 5.1.1a

Subject: People Committee BAF Key Issues Report
Date of Meeting: 29th March 2023
Presented by: Margaret Carney, Chair of People Committee
Meeting Held: 7th March 2023 (E-Meeting)

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 the challenges.	Industrial action risk continues to be reviewed.	The Trust are adopting a consistent HR approach across Cheshire and Merseyside. Medical Directors were led by the ICB with a set template to prevent competition between Trusts in relation to medical cover for the Junior Doctors strike days.
5.2 GMC Survey Action Plan	KN	Continued focus on improvements. Regular Pulse surveys have commenced, providing assurance of progress made with a clear view of issues that require improvement.	GMC survey results and doctors satisfaction with training.	Emphasis on Cardiothoracic Surgery to be provided at the next meeting including a detailed action plan.
5.3 HR/Learning & Development Quarterly Assurance Report	KN	Improvement of resuscitation training compliance. The Trust mapped against new HEE preceptorship standards and are currently around 87% against the gold standard preceptorship programme.	-	Profile of human factors training is required.
5.4 Wellbeing and EDI Update	KN	The paper provided assurance regarding the strategy and the initiatives that will help the Trust achieve its workforce objectives. A range of activities and events have been a great success.	-	Internal staff network to be a priority in the next quarter, with a view to have people from our ethnic minority workforce leading these meetings.

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		Focus for the year will be on physical wellbeing.		
5.5 Update on Pension Recycling	RP	Taxation changes on pensions for VSM and Consultant staff has impacted on consultants doing additional sessions. The aim is to support people temporarily coming out of the pension, dependant on increment date and CEA award to prevent doctors receiving a punitive tax bill.		The Board had approved this for the next 12 months.
5.6 CEA Awards	RP	CEA award round took place in February. The session included robust discussion for those awarded adequately for work above their base contracts.		The gender pay gap report will be presented to the Board at the end of March. This includes comparison around gender in terms of Clinical Excellence Awards.
5.7 Retention update / Turnover Thematic Update	KN	Retention is a key priority for the Trust. Work is ongoing through education and apprenticeship offers to develop people in their roles. The Trust has seen success from recruitment open days.	-	Nursing career progression sessions arranged followed by potential roll out to other staff groups.
5.8 Learning Lessons to Improve People Practices	KN	Assurance was provided around the disciplinary process. The lessons learned process and case review framework has been introduced over the past 6 months. The next 6 months will provide an in-depth review of any emerging issues. Assurance was provided to the committee that provision is in place for international nurses.	-	The team continue to monitor the ethnicity profile and will escalate any concerns of fairness.
6.1 Workforce KPI Dashboard	KN	Voluntary turnover has reduced, with March being the lowest in 5 months.	-	Work is taking place around automated mandatory training reporting with ownership moved to the Divisions.

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		<p>The team have a plan for each person on long term sick.</p> <p>Mandatory training compliance is currently at 94.2% against a target of 95%.</p> <p>The appraisal window will open in May 2023. Work is taking place to simplify the appraisal document.</p> <p>Target will remain at 90%.</p>		'Time to Hire' has been added as a KPI and the team will build on this.
7.2 Safer Staffing Annual Report	SP	All areas are compliant with nursing safe staffing in line with the set criteria and guidance for each area.	-	-
7.5 Staff Constitution Pledges	KN	The report shows that the organisation is compliant in all national framework pledges in all areas. Areas to expand are included on the learning and development action plans and EDIB action plan and overarching people strategy.	-	