

Board of Directors (in Public) Item 6.1.4a

Subject: People Committee BAF Key Issues Report
Date of Meeting: 28th November 2022
Prepared by: Karen Nightingall, Chief People Officer
Presented by: Margaret Carney, Chair of People Committee
Meeting Held: 20th September (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	<p>National workforce update including trade unions supporting staff in terms of cost of living, retention, wellbeing, ED&I, People promise and scope for growth.</p> <p>National Pay agreed. Certain groups pushed into higher pension bracket did not receive the net pay expected. Bands 8A pushed into a negative effective with pension contributions. HR wrote to all effected staff signposting if suffering financial hardship. HR drop-in session took place.</p> <p>Pension contributions change from 1st October. Trust to review pension auto-enrolment window in October.</p>	Industrial action risk continues to be reviewed.	<p>NHS 10-year HR and OD strategy expected.</p> <p>NHS retention toolkit being developed. Anna York appointed for nursing retention supported by the HR team. Rachael McDonald leading on the recruitment and retention strategy across the Trust.</p> <p>Meetings taking place to plan for strike action.</p> <p>LHCH to bid for 20 more overseas nurses. Funding per international nurse has increased from £3k to £7k.</p>

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5.2	RAP	GMC Survey Progress against action plan and assurance from internal survey feedback (April 22).	-	Extensive action plan developed for areas of significant concern. Overall score not an outlier. The committee endorsed regular pulse surveys.
5.3 People strategy update	KN	NHS currently developing a people promise and a 10-year strategy. National health and wellbeing framework has been released.	-	-
5.4 HR, OD & Education Quarterly Assurance	KN	Plans for 100% appraisals compliance received from divisions, with a target of 95%. 300 members of staff required fit testing in November 2020 which has now reduced to 19.		Analysing data for mandatory training to be discussed. List of statutory mandatory training to be agreed. Ownership moved into the divisions.
5.5 HWB Framework/ Wellbeing report	KN	Quick reaction required in relation to the national landscape and cost of living, impacting staff at all levels therefore, initiatives are inclusive and available to all.	-	Finance surveys were suggested.
5.6 Recruitment & Retention strategy	KN	Strategy approved.	-	-
5.7 Nursing Strategy	SP	Divisional action plans developed, to include outcomes for each nursing workforce. To be completed by the end of October and held accountable to divisional boards.		Divisional action plans to be delivered.

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7.2 Staff Survey action plans & Pulse survey results	KN	FTSU process to be enhanced with new people involved. Exec walkarounds recommenced following Covid. Team to consider facilitating other informal speaking up events with listening rooms and visiting areas.	-	PDG to become the platform to provide feedback on actions plans followed by an update to People committee. Poor response to pulse surveys which allows minimal to negligible meaningful analysis.
7.3 Employee Relations Annual Report	KN	Lessons learnt with ER cases which are run through a review framework. Cases are assessed individually with a focus on the experience for the employee at the end of the process.	Timeframes for completion of cases needs to improve	Employee relations to be managed more effectively within the ER team.