

Board of Directors (in Public)

Item: 6.1.4
Subject: People Committee BAF Key Issues Report
Date of Meeting: Tuesday 27th July 2021
Prepared by: Karen Nightingall, Chief People Officer
Presented by: Mark Jones, Chair of People Committee
Meeting Held: 8th June 2021 (E-Meeting)

| Agenda Item | Lead Exec | Assurance Received | New/Emerging Risks | Actions/Comments |
|-------------|-----------|---------------------------|--------------------|---|
| 6.1 | KN | National workforce update | | <p>As the national picture suggests that staff are leaving the NHS due to burnout, assurances were provided in relation to staff turnover. There are a couple of areas around the Trust which suggested that staff were leaving as a result of being moved around wards (due to Covid).</p> <p>There were also examples of fatigue and lack of resilience leading to some poor behaviours.</p> <p>Discussions with the senior management team has resulted in a review of culture (led by Deputy MD) with support from HR&OD Manager around culture and a civility charter (Be Civil; Be Kind). Also the Wellbeing Group is focusing on key actions on staff retention, mental health and wellbeing with focused support around absence and early help.</p> |

| Agenda Item | Lead Exec | Assurance Received | New/Emerging Risks | Actions/Comments |
|-------------|-----------|---------------------------------------|--------------------|--|
| 6.2 | KN | Bullying, Harassment & Discrimination | | <p>Whilst grievances were far fewer than the staff survey results suggested, assurances were provided around the work of FTSU and early reporting to HR. The work around culture would be used to underpin the Trust's desire to "call it out" and zero tolerance to BHD.</p> <p>Whilst the WRES (BAME numbers had improved) it was recognized that there was still work to do in all areas; not just ethnic minority groups but white groups in relation to BHD too.</p> |
| 6.6 | KN | Disciplinary, Policies & Procedures | | <p>Colleagues were informed that the Policy had been updated following the Dido Harding findings; the Trust had assessed the policy, made appropriate changes with the overall aim to manage cases in a fair and appropriate manner.</p> <p>The following assurance was provided to the committee: -</p> <ul style="list-style-type: none"> • Policy fit for purpose and relevant • Correct HR support would be provided • Trust would work to an agreed standard with every case. <p>There was a further requirement for the new policy to be discussed and ratified at a public board (27.07.21 BOD – Public)</p> |
| 8.1 | KN | Variable Pay Audit | | <p>Colleagues were informed that a variable pay audit was carried out by MIAA in relation to shift pay and bank pay which was centred around six areas: -</p> <ul style="list-style-type: none"> • Policy non-compliance - sickness |

| Agenda Item | Lead Exec | Assurance Received | New/Emerging Risks | Actions/Comments |
|-------------|-----------|---------------------------|--------------------|--|
| | | | | <ul style="list-style-type: none"> • Policy non-compliance – requested to work bank annual hours approval • Bank and agency shift requests and KPI reporting • Working time directive opt-out forms • Temporary staff policy • Annual leave - working bank shifts whilst on annual leave <p>All of the actions are on track to be completed at the beginning of Q2 and assurances will be provided at the September People Committee.</p> |
| 8.2 | KN | Board Assurance Framework | | <p>The 3 corporate people risks (BAF 4, 5 & 6) remain within the risk tolerance but with further progress being made in each area.</p> <p>All 3 risks remain at amber but the People Committee was provided with assurance that the risks were being managed.</p> |