

Item 6.2.1(i) BAF Key Issues People Committee – 18<sup>th</sup> December 2018

| Agenda Item  | Lead Exec | BAF RAG                    | Assurance Received   | New/Emerging Risks | Actions/Comments   |
|--|-----------|----------------------------|--|--------------------|--|
| BAF 4.1<br>Retention                                 | JTw       | 3x1 =<br>Moderate/Possible | The committee welcomed the Retention Strategy and Action Plan and were assured that its contents will support a number of critical key work streams moving forward to improve retention and recruitment. It also noted the close links with the leadership and succession planning strategy. |                    | Retention Strategy to be approved at Operations Board in Dec 18. The committee will monitor against key milestones of the action plan and review the plan in 12 months to assess timescales of year 3 projects and if any can be brought forward to year 2<br>Review of flexible working within nursing profession to be undertaken to attract more experienced nurses back to the workplace |
| Workforce KPI dash boards – Best NHS Employer        | JTw       | 3x3=<br>Moderate/Possible  | It was agreed that the staff survey results for 2018 will be the best measure for the best NHS Employer - strategic objective measures as the quarterly F&F test response rates too low to truly gauge progress  |                    | Staff survey results for 2018 to be reported at next people committee  |
| BAF 4.1<br>Equality and Inclusion                    | JTw       | 3x1=<br>Moderate/Possible  | The committee were assured with the progress update and welcomed the EDS2 Grading System and action plan   |                    | Progress updates to be presented bi- annually to this committee against the action plan  |
| BAF 4.2<br>Leadership Strategy/<br>Talent Management | JTw       | 3x3 =<br>Moderate/Possible | The committee welcomed the Leadership Strategy which had already been shared with the non-executives following approval at the Operations Board in September 2018. They committee were assured that the pilot of the talent management framework now reflected lessons learnt and            |                    | Need to consider how we capture and monitor all work base learning moving forward. Appraisal Training to be reviewed to ensure we  |

Item 6.2.1(i) BAF Key Issues People Committee – 18<sup>th</sup> December 2018

|  |  |  |   |  |  |
|--|--|--|---|--|--|
|  |  |  | will be rolled out across the organisation, reviewing the top talent identified through the appraisal process and identifying the leadership offer for these staff and new leaders to the Trust, moving forward |  | address what we mean by exceed/exceed and clear expectations of the role of a leader at LHCH |
|--|--|--|---|--|--|

**Assurance Reporting from Committees**