

Item 6.2.4a

BAF Key Issues People Committee – 12<sup>th</sup> March 2019

| Agenda Item                                   | Lead Exec | BAF RAG                | Assurance Received  | New/Emerging Risks | Actions/Comments   |
|---|-----------|------------------------|---|--------------------|--|
| BAF 4.1<br>Safer Staffing                     | JTw       | 3x1 =<br>Moderate/Rare | The committee welcomed the very detailed and informative report and were assured of the systems in place to ensure the wards are safe. The committee understand that nursing vacancies may increase in the future as this is a focus of the pending national workforce implementation plan of the Long Term Plan  |                    | The committee welcomed the approach to a more MDT safe staffing report in the future and the development of a more integrated workforce and wait with interest the national workforce plan framework   |
| Workforce KPI dash boards – Best NHS Employer | JTw       | 3x1=<br>Moderate/Rare  | It was agreed that the staff survey results for 2018 will be the best measure for the best NHS Employer – reported in Q4. It was noted that a review of rising sickness levels will be reported at the Operations Board at the end of March along with a look back at turnover data for the past 12 months.   |                    | Staff survey results for 2018 to be reported at next people committee in the dashboard for Q4.<br>Update on progress against the Retention Plan and sight of the new H&WB Strategy at future meetings. |
| BAF 4.1<br>Equality and Inclusion             | JTw       | 3x1=<br>Moderate/Rare  | The committee welcomed the draft revised Equality and Inclusion Strategy 2019-2021 and Action Plan. The strategy is still out to consultation and will be going to Operations Board for approval at the end of March 2019.<br>The committee were informed that the WRES data in relation to the staff survey questions have all declined this year. Three out of the four questions indicate no statistically significant difference however staff to staff bullying did. This will be a priority moving forward to meet BAME staff as no correlation with other data can be sourced. |                    | Progress updates to be presented bi- annually to this committee against the action plan. Feedback and actions taken on the WRES findings to be presented at the next meeting.                          |
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|-------------------------------|-----|--------------------------|--|--|--|
| BAF 4.1<br>Workforce Planning | JTw | 3x1=<br>Moderate/Rare    | The committee noted the WFP to be submitted as part of the annual plan and were assured that a plan is in place to address future growth and shortage areas and links with the retention plan. There was support for new roles such as physician assistant and nurse associate to address new ways of working. |  | To keep the committee assured against key milestones and progress with regional discussions on single workforce models and collaborative working models in some clinical support areas |
| BAF 4.2<br>Appraisal          | JTw | 3x2<br>Moderate/unlikely | The committee noted the development of a new electronic appraisal system using ESR/OLM platform. This has been developed internally and we are the first in England to do this. The new system is currently being tested out with staff groups before its launch in the 2019/20 appraisal window               |  | The committee would welcome an update on the new system following the consultation and how this links with the new pay performance requirements  |

Assurance Reporting from Committees