

Item 6.1.4.1. BAF Key Issues People Committee – 4<sup>th</sup> September 2018

Agenda Item	Lead Exec	BAF RAG	Assurance Received	New/Emerging Risks	Actions/Comments
BAF 4.1 Staff Engagement	JTw	4 x2= Major/unlikely	There was a considerable drop in the F&F Q1 response rate from Q4 but the committee were satisfied that this was due to the LIA Pulse survey which ran immediately before the F&F survey. The LIA had an excellent response rate with excellent feedback across the organisation. The committee were assured on the excellent work continuing to be undertaken by the E&I Group and the H&WB Group.		Progress against the LiA Team Launch in November 2018 to be reported to the committee and progress against the Staff Survey for 2018 due out in October 2018
BAF 4.2 Retention	JTw	3x3 = Moderate/Possible	The committee received a report detailing turnover levels and themes being raised on why staff are leaving the organisation. The committee welcomed the progress being made with the proposed framework for a Trust Retention Strategy and the information gathering to support its development.		Retention Strategy to be presented at the next People Committee following approval at the November Operational Board. The committee will monitor progress against identified critical posts and educing turnover in these areas.
BAF 4.1 Workforce Utilisation	JTw	4 x2= Major/unlikely	The committee noted the increase in bank usage over the summer months and welcomed the focus being undertaken by the Workforce Utilisation Group (WUG) to the effective use of rotas across all areas.		The WUG will continue to focus on the management of time owning and annual leave over the coming months and the People Committee will continue to monitor progress
BAF 4.1	RP		Assurance provided to the committee by the Medical		Need to ensure retention

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Junior Doctor Training programme		4 x2= Major/unlikely	Director that the Trust has been taken off enhance monitoring due to the improvements in the delivery of the 2018 trainees survey, this is mainly due to the surgical registrars having been released from daytime cover in POCCU with the provision of support from the ANPs Agreement has also been reached for the recruitment of 8 new Tier 1 doctors to support clinical training from next year		plan in place to keep ANP staff in both Critical care and the wards as critical roles People Committee to continue to monitor to be assured that the agreed measures are having the impact expected
BAF 4.2 Leadership Strategy/ Talent Management	JTw	3x3 = Moderate/Possible	<p>The committee welcomed the update that the Leadership Strategy is going to the Operations Board in September for approval and that succession planning/talent grids has been incorporated into the strategy</p> <p>The committee noted the HEE Educational Transformational Investment and the changes made by HEE</p>		Initial talent grid data to be presented at the next meeting following the appraisal window to ensure alignment with critical staffing gaps identified and plans to address the gaps. Panel to be established to ensure staff have equal access to education and training
BAF 4.2 Staff Survey 2017 Action Plans		3x3 = Moderate/Possible	The committee welcomed the presentations for the Divisional Operations Managers who provided assurance and progress against the themes identified in their staff survey results for 2017.		Review areas of good practice highlighted in the results to ensure this learning is embraced in all areas and target support to areas were no improvement is made with the 2018

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					results and correlate with Culture Survey and LiA survey results
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Assurance Reporting from Committees