

Item 6.1.1 People Committee 6th March 2017

BAF key issues

| BAF Ref – Principal risk | Assurance Received | New / Emerging Risks | Impact on BAF Risk Rating | Actions / Comment |
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| 4 | People Strategy | No | N/A | Due to significant changes over the last 2 years and for example the Carter recommendations a review of the People Strategy will be undertaken and presented at the June 2017 People Committee and the July meeting of the Board. |
| 4 | Apprenticeships Standards and Levy | No | N/A | <p>The committee received a progress report on the changes to funding and sourcing apprenticeship schemes from April 2017.</p> <p>The new apprenticeship levy is scheduled to cost the Trust £340K.</p> <p>The Education Department is focusing on maximising the use of apprenticeships across a wider range of areas to try and mitigate the loss of these monies to the Trust.</p> |
| 4 | Theatre Culture Work | No | N/A | <p>The DHoO for Surgery outlined the cultural development work taking place in theatres to combat issues of poor staff morale, sickness, turnover and excessive agency usage and to empower staff to raise safety concerns following the never event.</p> <p>The committee welcomed the progress to date and expect to see further improvements supported by an affective appraisal system and asked for a progress update in December 2017</p> |
| 4 | Streamlining Programme | No | N/A | The committee were assured with the progress to date and content with the detailed action plan in place. |
| 4 | OD and L&D Performance | No | N/A | The Committee welcomed the progress with the L&D Action Plan to address concerns raised in the staff survey and CQC inspection about delivery and the progress that has been made to compile a full learning needs analysis by April 2017. The committee asked for an update in relation to timescales for the competency work for junior staff |

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| | | | | and an update on talent management in June 2017. |
| 4 | Bank and Agency Usage | No | N/A | The significant reduction in bank and agency usage against plan was welcomed by the committee, particularly the progress in SICU. |
| 4 | Vacancy Trends and Recruitment | No | N/A | Although the committee gained assurance that overall vacancy levels were dropping and recruitment processes had improved, concern has been raised regarding the skill mix on the wards due the appointment of a large number of junior staff. It was agreed to continue with the international recruitment campaign to attract more experienced staff. |
| 4 | STP Organisational Change | Yes | No impact but continue to monitor | <p>The committee noted the work that had commenced as part of the Cheshire and Merseyside STP looking at the future configuration of corporate services and clinical support services across Cheshire and Merseyside and the impact this will have on staff retention and morale as these changes are implemented.</p> <p>It was agreed that the committee would monitor the workforce risks arising from these changes and the actions to mitigate the impact upon staff.</p> |
| 4 | Staff Survey Results 2015/16 | No | N/A | The committee welcomed the excellent results published nationally by NHS England and the trusts achievements and had a detailed debate on its findings and will monitor progress at a divisional level with particular interest on how appraisals will be used for behavioural and development feedback and has asked to see these plans at the June 2017 meeting |
| 4 | Deanery visit report | No | N/A | The committee note the content of the feedback received in January 2017 following from the November visit and will monitor the action plan going forward, until the trust is off enhanced monitoring. |
| 4 | Approved Medical Workforce Strategy | No | N/A | The Committee received the Approved Medical Workforce Strategy report at its December meeting for information following approval at the Board of Directors meeting and received assurance that plans were being taken forward. |