

Item 7.1.3.1 People Committee 16 May 2017

BAF key issues

BAF Ref – Principal risk	Assurance Received	New / Emerging Risks	Impact on BAF Risk Rating	Actions / Comment
4	People Strategy			Due to significant changes over the last 2 years a review of the People Strategy was commissioned. A revised People Strategy framework for 2017-2020 was well received and stakeholder engagement will now commence in preparation for a July Board paper.
4	National Update	Yes	Not known at this stage	The national update was welcomed and the committee has asked for any further updates if required on the potential appetite for strike action or action short of strike raised at the RCN Congress
4	PC Dashboard Performance	Yes	No	The committee agreed to the dashboard presented however they have asked for an extra performance measure for nursing turnover by age bands following discussions between NHSI and the DNS network
4	Equality and Inclusion			The committee welcomed the excellent progress being made by the E&I steering Group and looks forward to receiving future update on the planned developments for staff with a disability under the new WDES requirements
4	Consultant Job Planning annual update			The committee welcomed this new report and acknowledged the extensive work that has been involved in its production. The committee to review MIAA findings once received.
4	L&D Performance			The Committee noted the progress with the L&D Action Plan to address concerns raised in the staff survey and CQC inspection about delivery and recording of training data. Timescales for delivery to be monitored closely by the HR and Education Group in light of the CQC mock assessment in May 17.
4	Bank and Agency Usage and collaborative working	Yes		The committee welcomed the M12 data showing bank and agency usage had been achieved against plan. It was agreed to continue to monitor bank and agency in particular the top 5 areas and assurance provided to the committee on progress being made. Concerns were raised regarding the risks for the organisation of moving to a Regional Bank

				collaborative and this will require further board discussion with a risk analysis being undertaken before any decision to proceed is made
4	Vacancy Trends and Recruitment	Yes		Although the committee gained assurance and welcomed that overall vacancy levels were dropping and recruitment processes had improved, concerns were raised around the junior doctor medical tier and cath lab nurse recruitment. The committee were assured that this was high priority by the Trust and a number of new ways of working are being explored both in the short term and longer term.
4	Leadership Development Plan			The plan was supported by the committee, its only concerns were capacity and prioritisation of its delivery and assurance will be provided on take up and evaluation. It has asked for a progress update in September with a full review at the December committee
4	Appraisal and Talent Management			The committee were assured that the quality of appraisals is being addressed by a blend of learning methods and that the quality of appraisals and PDP's will be monitored with all participants and reported on. It has asked for a progress update in September with a full review at the December committee
4	F&F Q4 Results			The committee were disappointed with the Q4 data response rate and outcome for "recommending the trust as a place to work", but acknowledged the wider context of the improvement in the Q3 score in the staff survey results. It welcomed the review being undertaken to review other methods of completing the survey
4	Staff Survey Results 2015/16			The committee noted the high level first draft divisional staff survey action plans and welcomed the LIA themed events planned throughout June which will inform the plans further. The committee has asked for a full review of the action plans and to monitor progress against delivery in the September 2017 meeting, in preparation for the Staff Survey 2017 being issued in October 17
4	Deanery visit action plan			The committee note the content of the feedback and will monitor the action plan going forward until the Trust is off enhanced monitoring.