

Item 6.1.4.1 People Committee 5th September 2017

BAF key issues

BAF Ref – Principal risk	Assurance Received	New / Emerging Risks	Impact on BAF Risk Rating	Actions / Comment
4	Revised People Strategy and Dashboard			The finalised new Team LHCH Framework was commended and welcomed by the committee. Further work to review the accompanying performance monitoring dashboard and other workforce dashboards, to review any duplication will be undertaken during this quarter.
4	ESR/OLM Project Update			The committee were assured with the progress to date and content with the action plan and how this agenda supports the wider LDS/STP work streams. <i>Further work will; be undertaken to address the few remaining concerns by staff regarding the migration from MYPACT to OLM.</i>
4	WRES Update			The committee noted the significant amount of work being undertaken by the E&I Group and the progress being made against the action plan to close some of the gaps identified. <i>The E&I group have been asked to further review the proposal to put a BAME representative on interview panels.</i>
4	Vacancy Trends and Recruitment			Although the committee gained assurance that overall vacancy levels were dropping and recruitment processes had improved, concern has been raised regarding the areas associated with national shortages <i>notably middle grade doctors; staffing in Cath Labs and radiology; and impact on staff wellbeing and activity.</i>
4	Bank and Agency Usage			The continued reduction in bank and agency usage against plan was welcomed by the committee. Assurance was received on areas with high agency spend and their plans to reduce.
4	OD Update			The committee welcomed the significant amount of work undertaken by the OD Team and recognised the proactive work being undertaken with the Big Conversations, linked to the areas identified in the 2016 staff survey results for improvement.
4	Appraisal Update			The committee noted the significant progress against compliance as we approach the end of the appraisal

				window and were pleased to note the positive outcomes with the quality of their appraisal
4	Staff Survey Results 2015/16			The committee welcomed the excellent progress being made with the divisional action plans and note the plans in place for the 2017 Staff Survey
4	F&F Q1 findings			The committee notes the results and a number of improvements, but raised concerns on the low response rate. New approaches to the F&F surveys to be undertaken.
4	CPD Funding			The committee acknowledge the excellent contractual negotiations with the HEIs and were keen to receive further assurance on the equitable allocation of funding across all staffing groups moving forward as HENW funds reduce