

## Item 6.2.3.1 People Committee Tuesday 14<sup>th</sup> June 2016

### BAF key issues

BAF Ref – Principal risk	Assurance Received	New / Emerging Risks	Impact on BAF Risk Rating	Actions / Comment
7	Freedom to Speak Up Guardian/Raising Concerns Policy	None	None	People Committee received and noted an update on the implementation of the role of the FTSU Guardian, held by Lucy Lavan, Associate Director of Corporate Affairs. In addition assurance was received that the Trust's Raising Concerns Policy was being reviewed to ensure compliance with the new national policy. The Committee's focus will be to monitor how 'user friendly' staff see these new arrangements are, including the network of champions and on emerging themes and trends.
7	Junior Doctors Contract	None	None	The committee received an update on the decision to ballot Junior Doctors on the recommendation from the BMA to accept the new revised contract. The role of Guardian for Safe Working Hours has been advertised and interviews planned for late June. Two expression of interest have been received. The Trust is continuing to work on rota redesign to ensure all rotas are compliant with the new contract. A decision on whether to accept the new contract is expected early July. The Committee's focus will be to ensure the contract is implemented effectively and to receive quarterly reports from the Guardian on behalf of the Trust Board on any breaches and the related remedial actions.
7	Education and Development Action Plan	None	None	The Committee received an improvement plan covering the areas identified as gaps during the CQC preparation and concerns of development highlighted in the 2015 staff survey. The Committee requested that a broader dashboard that showed completion against targets be developed and brought bi-annually to monitor progress.
7	Bank and Agency Usage	None	None	The committee welcomed the reduction in agency expenditure, particularly in SICU and asked for further information to be brought to the September

				meeting on the reduction of agency shifts and the Bank shifts following the changes to Bank rates of pay and the introduction of the weekly payroll.
7	Vacancy Levels and Recruitment Plans	None	None	<p>Significant progress was reported on the recruitment to posts in a number of nursing 'hot spot' areas namely SICU, Cath Labs, Theatres, Oak and Cedar Wards with a number of overseas nurses also being recruited. The Committee will continue to monitor and track the trends and recruitment performance, together with the retention rates in these areas.</p> <p>It was noted that there were still concerns about on-going agency usage and recruitment plans in theatres for Cath Labs and that the Committee would now focus more on these two areas.</p>
7	Appraisals and Talent Management	None	None	<p>Details were received of the change to the appraisal process and the roll out plan for all appraisals to be completed by the end of August 2016. An outline talent management process was outlined and the committee will monitor the take up of appraisals and the identification and process for identifying and developing talented individuals at its December meeting.</p>