

## Board of Directors (in Public) Item 6.1.3a

**Subject:** People Committee BAF Key Issues Report  
**Date of Meeting:** 31<sup>st</sup> January 2024  
**Presented by:** Margaret Carney, Chair of People Committee  
**Meeting Held:** 4<sup>th</sup> December 2023 (E-Meeting)

This report sets out the key assurances, risks and actions from the recent People Committee meeting. Areas for escalation to the Board of Directors are included below as required.

Agenda Item	Lead Exec	Assurance Received	New/ Emerging Risks	Actions/ Comments
5. Dashboard - SOF format/workforce KPIs	JR	Healthy workforce performance noted.	-	Focus on sickness absence in the next quarter.
6.1 National workforce update	JR	The committee received an update on national workforce issues including industrial action, and a C&M update on scaling of people services programme in Cheshire and Merseyside.	Ongoing challenges regarding industrial action.	-
6.2 EDIB update	JR	Good progress being made including staff networks and plans to align Board objectives to the NHS improvement plan to support the antiracism framework.	Organisations required to change all gendered language which is causing debate between NHSE and the government.	Draft EDI objectives to be circulated to Board members.
6.3 People Delivery Group - update	JR	The PDG update included the agreement to move away from NHS jobs back to Trac; plans to revise managing attendance policy and additions mandatory training on Making Every Contact Count, MECC and Tissue Viability which will form part of the core essential package.	-	-

Agenda Item	Lead Exec	Assurance Received	New/ Emerging Risks	Actions/ Comments
6.4 Quarterly HR and L&D Assurance Report	JR	Assurance received across HR and L&D indicators.	-	-
6.5 Director of Medical Education update / GMC survey	RP	The Committee received a good update on progress against medical education priorities as well as the GMC action plans.	-	-
6.6 Recruitment Audit – MIAA	JR	The Trust was rated substantial assurance which is a good overall result.	-	-
6.7 Recruitment of Very Senior Managers	JR	Medical Director recruitment and NED recruitment progressing.	-	Chair and new CEO to continue to progress actions.
6.8 Domestic violence and sexual abuse	JR	The report provided assurance following the request for the Trust to review safeguarding processes to ensure all staff are protected from sexual assault or sexual harassment.	-	-
6.9 Staff survey action plan for surgery	JR	Positive outcomes noted from action plans.	-	-
6.10 Surgery Staffing	JM	The People Committee noted the actions delivered and next steps in managing the risk within the Trust.	Significant risk to theatre activity resulted in a shortfall covering core theatre lists, impacting on the delivery of surgical activity since June 2023.	Workforce continues to be a high priority area of focus and assurance for the People Committee.
7.1 Board Assurance Framework (BAF)	JR	The committee received the BAF extract and agreed the framework is reported accurately. Leadership and succession planning had been added.	-	-