

## Board of Directors (in Public)

### Item 6.1.2a

**Subject:** People Committee BAF Key Issues Report  
**Date of Meeting:** 9<sup>th</sup> April 2024  
**Presented by:** Margaret Carney, Chair of People Committee  
**Meeting Held:** 11<sup>th</sup> March 2024 (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        | Staff survey noted LHCH being top in the country for a place to work.<br><br>Turnover remains in a good position under 10%.   | -  | Focus required around sickness absence, in particular stress and anxiety.  |
| 6. LHCH Staff Story                      | JR        | Positive apprenticeship in the estates department provided an example of increased diversity and support received from the Trust and college.   | -  | Apprenticeship update to be included as part of the L&D update.  |
| 7.1 National workforce update            | JR        | Amended consultants pay deal has been agreed. Voting will take place in the coming weeks with the recommendation to accept.<br><br>UK Health Security Agency declared a national incident for following a rise in measles cases | Industrial action schedule has been received profiling action that will take place up until May.<br><br>The Trust have taken a proactive approach through silver command | LHCH are not effected directly by planned strike action however will be impacted by the wider system.<br><br>Assurance provided that the Trust is fully prepared |
| 7.2 People Delivery Group - update       | JR        | Membership updated to reflect changes in the senior nursing team<br><br>Agreement made for local rules for radiation safety to become mandatory training on ESR.<br><br>Update provided on the occupational health tender,      | -  | -  |

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|   |           | and implementation of TRAC.   |                     |  |
| 7.3 Quarterly HR and L&D Assurance Report             | JR        | <p>Trust achieved over 91% compliance following the closure of the appraisal window.</p> <p>Staff psychological support has recently been enhanced, with triangulation meetings between HR and staff psychology support team and safeguarding.</p> <p>Theatres fully established by April 24 which will support an expected decrease in B&amp;A usage and create workforce stability</p> <p>Nurse recruitment morning scheduled to take place with the intention to recruit for September, October period.</p> <p>TRAC recruitment system now live.</p> | -                   | <p>Focus on mandatory training over the coming months to improve compliance. 93.5% has been maintained over the previous months.</p> <p>The team continue to look at strengthening the mental wellbeing offer.</p> <p>A further recruitment event will be scheduled for HCA's.</p> |
| 7.4 Director of Medical Education update / GMC survey | MK        | <p>The majority of action plans put in place following 2023 GMC national training survey have been completed.</p> <p>2024 national GMC training survey is expected to open in mid-March and will inform the future action plan.</p> <p>Local survey disseminated to locally employed and deanery trainees in January 2024. Improved engagement from those rotating through cardiology was noted with very positive results, mirroring informal feedback.</p>  | -                   | <p>There is focus on the fundraising program to support development of LHCH simulation suite.</p>  |
| 7.5 Recruitment of VSMS                               | JR        | <p>Information provided around recruitment to very senior managers.</p> <p>Achievement was noted in becoming a fully recruited Executive Team.</p>  | -                   | <p>Work is ongoing in terms of Board Development.</p>  |

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|---|-----------|---|--------------------------------------|---|
| 7.6 Key issues EDIB Steering Group              | JR        | Membership to be updated due to change in nursing leads. Good attendance and representation to continue. Approach will ensure stability and continuity.   | Patient EDIB lead leaving the Trust. | Lead EDI nursing role to be appointed.<br><br>Workplan to be developed to ensure the group are sighted on regional and national requirements. |
| 7.7 People Committee Annual Assurance Report    | JR        | Assurance committee annual reports to be presented at Audit Committee   | -                                    | -   |
| 7.8 Learning Lessons to Improve People Practice | JR        | A decrease in disciplinary cases was noted during 2023/24 with improvements in the management of these cases.<br><br>The Trust continue to adhere to best practice in line with ACAS code of practice and employment law.   | -                                    | Formal disciplinary audit was suggested and agreed.   |
| 7.9 Staff Constitution Pledges                  | JR        | The Trust have self-assessed as compliant in all the staff rights, people pledges, legal duties and expectations within the NHS Constitution.<br><br>An internal review of NHS Staff Survey 2023 Results demonstrates LHCH comparing positively both nationally and across Cheshire and Merseyside. | -                                    | -   |
| 8.1 Board Assurance Framework                   | JR        | Several board assurance framework risks have been integrated into one with workforce being brought together in BAF 4.   | -                                    | BAF ratings have been updated and will be shared following Board approval.  |