

Board of Directors (in Public)

Item 6.1.5a

Subject: People Committee BAF Key Issues Report
Date of Meeting: Tuesday 28th January 2025
Presented by: Margaret Carney, Chair of People Committee
Meeting Held: 2nd December 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	Mandatory training 90.4%, Appraisal 91.8%, turnover 10.4%, sickness 5.09%		Sickness deepdive planned for January 2025.
6.1 Regional/ National workforce update	JR	Regionally, work has been ongoing to review occupational health provision		Sexual safety is a national priority. A number of retirements within local Trusts such as CEOs and other Executives as well as collaborations of Trusts with shared Executive posts.
6.2 EDIB Strategy Update inc Steering Group	PC	Awarded Navajo charter mark October 2024 Successful staff networks		
6.3 People Delivery Group – update	RMc	Engagement is high Focus on sexual safety and safeguarding		
6.4 Quarterly HR and L&D Assurance Report	JB	Appraisals – 91.8% Bank mandatory training has increased at 80% Sickness absence reporting increased in October with stress, anxiety and depression remaining high for long term absence	Fit testing compliance – 47.41%, work is ongoing to increase this	

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6.5 Staff Survey Update	RMc	60.2% compliant with staff survey which may increase after final review, target of 60% National Education and Training survey closed November 2024, 66 students completed the survey and feedback will be early 2025		Enhanced direct engagement with staff working all shift patterns to encourage completions of the survey.
7.1 Board Assurance Framework	RMc	The committee discussed the impact the Liverpool collaboration will have on the board assurance framework		Review the BAF to reflect the Liverpool collaboration work with risks as well as actions to mitigate those risks
7.2 Appraisal Cycle Update	JB			
7.3 Trainee Doctor Survey Action Plan/ DME Update (GMC Survey)	CQ	GMC survey feedback was overall positive with ongoing work to support staff within the Trust Pulse survey is planned for January 2025 Simulation training has been successful within the Trust and there will be a small, dedicated simulation space within the Sir Ken Dodd Education Centre	8 out of 18 reported experiencing some form of bully, harassment or belittling behaviour. A deep dive has been organised to look further into this.	
7.4 People Delivery Group minutes – 7 th May 2024 / People Delivery Group minutes – 4 th September 2024	RMc	Noted.		
8. Evaluation of Meeting	MC	MC thanked the committee for their attendance		
9. Any other business	MC			