

Board of Directors (in Public)

Item 6.1.3a

Subject: People Committee BAF Key Issues Report
Date of Meeting: Tuesday 25th March 2025
Presented by: Margaret Carney, Chair of People Committee
Meeting Held: 3rd March 2025 (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	RMc	Voluntary turnover remains below 10% with a further reduction in January 2025 Mandatory training compliance continues to improve with an upward trend in January 2025	Sickness absence is 5.66% exceeding target of 4.5%	
6.1 Regional/ National Workforce update	RMc	VSM framework published in March 2025 Pay increase figure is not available however this is predicted to be a 3.5% potential increase Sexual safety remains a priority for the Trust as well as nationally Following a request from Royal Collage of Nursing, a review of all nursing and midwifery profiles will be undertaken to reflect current nursing practice Work has been ongoing regarding the submission of the workforce plan	JDe noted the biggest challenge will be the band 5 jobs which need uplifting to a band 6 to reflect their experience.	An update regarding national job profiling including impact on the Trust as well as opportunities will be brought to the September People Committee. RMc suggested to bring back each divisions workforce plan and actions to the committee in September.
6.2 Quarterly HR & LD Assurance	JB	Mandatory training 93% compliant		Occupational health tender has been started again due to a

Agenda Item	Lead Exec	Assurance Received	New/ Emerging Risks	Actions/ Comments
Report & Strategy Update		Appraisals 92.4% compliant Bank mandatory training 73% compliant Sickness absence 5.66%		company appealing the original decision.
6.3 Sickness Absence Deep Dive	RMc	From 1 st January 2023 to 21 st December 2024, the main reason for sickness is anxiety/ stress/ depression or other psychiatric illnesses at 35.37%. Audit around return to work – form will be refreshed and support from business HR colleagues in areas of low compliance		RMc to look into how the Trust compares to other Trusts regarding stress, anxiety and depression
6.4 LAASP Update	RMc	Appointment of the Chief Executive Officer and Chair – James Sumner and David Flory which will commence in April 2025.		
6.5 Learning Lessons to Improve People Practice	RMc	good compliance against the 7 IPP recommendations The longest case took 209 days to conclude, and the shortest case took 8 days.		
6.6 National Staff Survey Update	RMc	A total of 119 questions were asked in the 2024 survey, of these, 113 can be compared to 2023 and 101 can be positively scored 1159 staff completed the survey – 62% The average response rate for similar organisations was 59%		
6.7 EDI Steering Group – Key Issues	PC	Staff networks becoming established and good attendance reasonable adjustment policy is currently in development with aim to go live in April 2025		

Agenda Item	Lead Exec	Assurance Received	New/ Emerging Risks	Actions/ Comments
6.8 People Delivery Group Update	RMc	All issues discussed within People Committee are taken through People Delivery Group to socialise and discuss. meeting is well attended with good engagement.		
7.1 Board Assurance Framework (BAF)	RMc	The committee discussed the risk appetite scoring a 12 and agreed this was an accurate score		
7.2 Staff Constitution Pledges	RMc	This will be brought to the next meeting.		
7.3 Trainee Doctor Survey Action Plan/DME Update	CQ	The committee noted the presentation.		
7.4 People Committee TOR	RMc	Approved		
7.5 People Committee Draft Business Cycle 2025-2026	MC	Approved		
7.6 People Committee Annual Assurance Report	MC	The committee agreed the RAG rating was a true representation. Noted the report		
<i>7.7 People Delivery Group minutes and slides</i>	RMc	Noted		
7.8 People Committee Effectiveness Survey	MC	Good results on effectiveness survey		
8. Evaluation of Meeting	MC	MC thanked the committee for their attendance and discussion		

Agenda Item	Lead Exec	Assurance Received	New/ Emerging Risks	Actions/ Comments
9. Any Other Business	All	<p>The committee thanked MC for her support throughout People Committee</p> <p>substantial assurance on the MIAA audit of the payroll ESR process.</p> <p>17 apprenticeships across 8 specialities completed their qualification in the past year. 69 colleagues are currently studying across 30 different qualifications.</p>		