

Board of Directors (in Public)

Item 6.1.5a

Subject: People Committee BAF Key Issues Report
Date of Meeting: Tuesday 23rd September 2025
Presented by: Jackie Bird, Chair of People Committee
Meeting Held: 16th June 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	Sickness levels remain stable at 4.88%. Mandatory training compliance is 94.3%. Compliance declined across corporate areas following the integration of the digital services as some records didn't transfer across.		Decline in mandatory training is due to the TUPE of staff from Alder Hey to the Trust and system assimilation, but this is not an area of concern
6.1 National Workforce update	JR	National pay award was agreed at 3.6% for Agenda For Change staff and 4% for medics.	The BMA are out to ballot for strike action and RCN are in talks with staff if they wish to accept the offer. NHSE/ICB have a number of changes and redundancies coming. The VSM framework has been released which is being worked through with LAASP colleagues.	There is a focus on standardised bank rates across Cheshire and Merseyside. Work is ongoing with the Nursing Director colleagues to ensure all Trusts align.
6.2 Equality and Inclusion Strategy Update inc EDIB steering group	PC	The Trust are preparing to meeting national EDIB reporting requirements which include Gender Pay Gap Report, Workforce Monitoring report and Workforce Race Equality standard (WRES) and Workforce		A number of EDIB events have taken place throughout the past 3 months including development of staff networks, anti-racism sessions and marking International Women's Day which

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		<p>Disability Equality standard (WDES).</p> <p>The patient EDIB agenda is now being led by Claire Harvey – Divisional Director of Nursing for Medicine which reports to Quality Safety Experience Committee.</p>		have received positive feedback.
6.3 People Delivery Group update	RMc	<p>Good attendance and representation within meetings with key conversations held regularly.</p> <p>The last meeting focused on the relaunch of Be Civil, Be Kind campaign.</p>	People delivery group discussed how colleagues are feeling with the upcoming changes as a system.	Appraisal window opened on 1 st May 2025.
6.4 Annual Workforce Plan	RMc	<p>In January 2025, the Trust received notification from Cheshire and Merseyside ICB, of the 2025/26 operational planning round and the requirements for workforce planning submissions.</p> <p>The Trust submitted a final workforce plan on 26th March 2024 in line with the planning timescales.</p> <p>All recruitment requests, both clinical and non-clinical, must now be presented at the People Activity Group (PAG) by the responsible manager.</p>	A key priority for LAASP is the consolidation and transformation of corporate services across partner organisations. Work is underway to design a shared corporate services model, aligned with both system-wide and national efficiency objectives.	<p>A weekly meeting was set up with relevant leads to ensure progress towards the milestones required for each element of the submission. This included Divisional Directors, Finance & HR leads.</p> <p>JR discussed the 40 whole time equivalents will be delivered through natural wastage, skill mix and reduction in bank usage. JenD noted the importance of creating a narrative of although things are changing, there will be opportunities and different ways of working.</p>
6.5 Quarterly HR and L&D Assurance Report (progress against	RMc	<p>Appraisal compliance is 88.4%.</p> <p>Mandatory training compliance for the Lead Employer (Resident</p>		

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People Strategy, Recruitment & Retention Strategy, L&D Strategy and Culture & Wellbeing framework/ strategy)		<p>Doctors) is currently meeting the expected benchmark, with a completion rate of 86.46%.</p> <p>Bank Mandatory Training is 66% which will be monitored, and bank staff will have shifts paused if they do not complete the training.</p> <p>There is a total of 12 live disciplinary cases which are currently being managed within the Trust.</p>		
6.6 Staff Survey Results & Divisional Action Plans	HR BPs	<p>Surgery</p> <p>Positive improvement on the previous year. Some further support is needed around working flexibility as well as we are a team.</p> <p>Medicine</p> <p>Positive scores but a slight decrease with overall response rate.</p> <p>Clinical Services</p> <p>Overall response rate has decreased on the previous year but have seen some positive results.</p>		<p>Surgery</p> <p>Main areas for development are staff burn out, appraisals and teamwork. There are plans in place to address these areas such as working alongside Organisational Development team to create a sense of teamwork.</p> <p>Medicine</p> <p>Main area for development is civility, kindness and inclusion within teams and leadership, burn out within colleagues as well as flexible working.</p> <p>Clinical Services</p> <p>Areas of focus include supporting colleagues to develop career progression, burnout and the appraisal process to ensure staff feel valued. Suggestion boxes will be put in place to support colleagues</p>

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				with feeling valued within their role as well as meaningful 1-1 appraised. Listening rooms and triumvirate walkabouts will be conducted in areas where bullying and/or harassment has been a concern.
6.7 Annual Apprenticeship Report (including EDI/Demographic Information)	CC	<p>There have been 17 apprenticeships across 8 specialities completed their qualification in the past year. 69 colleagues are currently studying across 30 different qualifications.</p> <p>As part of agenda for change new pay deal, the NHS staff council agreed to amend the terms and conditions of service to ensure that existing NHS staff will not suffer a detriment to their basic pay when they undertake a formal apprenticeship as part of their agreed career development.</p>	The Trust will no longer be able to access degree and master's level qualifications through the apprenticeship levy for employees outside the new eligibility criteria from the end of 2025. Given how the Trust currently use apprenticeships, this will significantly impact key qualifications such as Senior Leadership Level 7 apprenticeships and Advanced Clinical Practitioner qualification.	Apprenticeship duration cut from 12 to 8 months minimum, starting August 2025. English and maths requirements are now flexible for learners over the age of 19, effective immediately. Changes to Level 7 Apprenticeship Support from 2026, From 1 January 2026, government funding for Level 7 apprenticeships, which typically include master's level qualifications, will be focused on young people aged 16–21.
7.1 Board Assurance Framework	JR	A detailed review of the BAF took place and now includes the occupational health tender which remains a risk score of 12.		
7.2 Trainee Doctor Survey Action Plan Update (GMC Survey)	JustR/ CQ	<p>The Trust held a training session for all Deanery trainees in the North West which received good feedback. Following this session, there was the ability to invest in the radiology department, 5 workstations were provided to the Trust which are key to</p>		<p>Trust wide actions include simulation which is now a core part of training for medical students.</p> <p>The Trust are hosting University Cardiovascular Society Annual Conference</p>

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		<p>providing the programme.</p> <p>A resident doctor has returned from maternity leave which has been positive for the department.</p>		
7.3 Director of Medical Education Update	JustR/ CQ	Discussed within item 7.2		