

Cover report to the Trust Board meeting to be held on 3 February 2022

	Trust Board paper F5
Report Title:	People and Culture Committee (PCC) – Committee Chair’s Report
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Reporting Committee:	People and Culture Committee (PCC)
Chaired by:	Col (Ret’d) Ian Crowe – PCC Chair and Non-Executive Director
Lead Executive Director(s):	Ms J Tyler-Fantom – Deputy Chief People Officer
Date of last meeting:	23 December 2021

Summary of key public matters considered:

This report provides a summary of the following key public issues considered at the People and Culture Committee virtual meeting held on 23 December 2021: - *(involving Col (Ret’d) I Crowe, PCC Chair and Non-Executive Director, Mr B Patel, PCC Deputy Chair and Non-Executive Director, Ms K Gillatt, PCC Associate Non-Executive Director, Mr I Orrell, PCC Associate Non-Executive Director, Ms J Tyler-Fantom, Deputy Chief People Officer, Ms F Lennon, Deputy Chief Operating Officer, Ms Eleanor Meldrum, Acting Chief Nurse, and Mr A Carruthers, Chief Information Officer. Mr M McCarthy, Director of Clinical Education was in attendance for discussion of the Medical Education Report.*

- **Looking After Our People – UHL People Strategy**

The Committee received an update on the delivery on the UHL People Strategy. There had been a change of focus to prioritise the immediate challenges facing the Trust: the availability and supply of the workforce; health and welling services to support staff resilience and addressing the issues that mattered most to staff.

It was noted that in light of the increase in the number of Covid-19 cases, the workforce was fragile and that many staff were exhausted. The Deputy Chief People Officer observed that it was a difficult balance to ensure the health and well-being of staff whilst encouraging them to work additional shifts. To support staff, actions were being taken to provide rest areas and hot food.

- **Compulsory Covid-19 Vaccinations**

The Committee considered the potential impact of the proposed legislation requiring NHS staff to be vaccinated against Covid-19. It was noted that work had been undertaken to plan for the eventuality, learning from the social care sector’s experience, which had stressed the importance of data, data validation, collaboration and continual engagement. The Deputy Chief People Officer noted that that impact was being modelled and national guidance was awaited.

- **Nursing and Midwifery Safe Staffing and Workforce Report**

The Committee considered a report on nursing and midwifery staffing levels. It was noted that the staffing levels were continuously assessed and shortfalls mitigated to deliver safe care to patients. Staff redeployment to mitigate the gaps had increased and data would be captured on staff movement and the level of upheaval (across specialities and sites) acknowledging the detrimental effect of staff morale. The report set out the nursing and midwifery vacancies and recruitment position. There had been a slight increase in the number of vacancies. There were around 500 nurse and midwifery staff who could potentially retire in 2022. It was noted that for those who had retired and returned, the changes to pension abatement rules in March 2022 would have an impact on vacancies as staff reduced their hours to meet abatement rules. A number of staff had already applied to reduce their hours as a result. The Committee welcomed the new format for the report which provided greater analysis of the issues including the links between staffing shortfalls and potential for patient harm and a focus on forward planning.

- **NHSI Winter 2021 Staffing Assurance Framework**

The Committee received the evidence submitted to NHSEI and the assurance regarding the Nursing and

Midwifery Safer Staffing: Assurance Framework.

- **Medical Education Report**

The Committee received a report on delivery of medical education and training in context of the Medical Education Strategy. It was noted that the planned increase in the number of medical students, and subsequently foundation doctors, would present a challenge in increasing the support required. An additional 35 foundation doctors would be available in the East Midlands and the Trust had bid for 30 posts. The posts would come with half the salary and a training levy. However, it would be for the Clinical Management Groups (CMGs) to fund the remaining salary and out of hours cover which, for some CMGs, was proving to be a barrier. It was noted that the additional posts had been welcomed and help filled gaps on rotas. The Committee considered that a more strategic approach to the funding for the foundation doctors should be taken and that it should be referenced to the Trust Board.

Health Education England (HEE) had provided £100k non-recurrent funding to support the local recovery of medical training following the pandemic. How this had been spent was set out in the report. The Director of Clinical Education noted that HEE had provided further funding which had been ring-fenced for purchasing essential equipment. There was a difficulty in spending this in the final quarter of the financial year, particularly for the purchase of high fidelity simulation equipment, because of the constraints of capital funding rules. Ms K Gillatt, Associate Non-Executive Director, considered that this issue should be escalated to the Trust Board.

The Director of Clinical Education noted whilst the plans for Reconfiguration Programme would enhance the educational facilities there would be an interim problem when the school was required to vacate the Jarvis Building for a six to eight month period. Alternative options, including the use of the new University facilities on Freemans Common were being explored. The Committee expressed concern about the interim situation and considered that it should be escalated to the Trust Board.

- **Any Other Business**

There was no other business.

The following reports were noted: -

- **Workforce and OD Data Set**
- **LLR People Board Workforce highlight reports**
- **UHL Apprenticeship and Development Centre OFSTED report**
Col (Ret'd) I Crowe, Non- Executive Director, PCC Chair, congratulated all those involved in the service and wished to highlight the report to the Trust Board.
- **NHSI Winter 2021 Staffing Assurance framework – Supporting Documentation**

Matters requiring Trust Board consideration and/or approval:

Recommendations for approval:

- None

Items highlighted to the Trust Board for information:

The following issue was highlighted to Board members *for information only*:

- **Medical Education Report** (reference to capital rules and interim facilities)
- **Looking After Our People/UHL Strategy**
- **Compulsory Covid-19 Vaccinations for UHL Staff**

Matters referred to other Committees:

None.

Date of Next Virtual PCC Meeting:

Thursday 24 February 2022 at 11.30am via MS Teams