

Meeting title:	Trust Board	Public Trust Board paper H				
Date of the meeting:	12 January 2023					
Title:	Escalation Report from the People and Culture Committee (PCC): 22 December 2022					
Report presented by:	Ballu Patel – PCC Non-Executive Director Chair					
Report written by:	Ms Ninakshi Patel – Corporate and Committee Services Officer					
Action – this paper is for:	Decision/Approval	x	Assurance	x	Update	x
Where this report has been discussed previously	None.					

To your knowledge, does the report provide assurance or mitigate any significant risks? If yes, please detail which		
Yes. BAF risks within the remit of PCC are listed below:		
BAF Ref	Risk Cause	Risk Event
10-PCC	Failure to recruit, retain, redesign and transform the workforce	Insufficient workforce capacity, capability and lacking diversity

Impact assessment
N/A
Acronyms used: People and Culture Committee – PCC Royal College of Nursing – RCN East Midlands Ambulance Service – EMAS Locally Employed Doctors - LED British Association of Physicians of Indian Origin - BAPIO Freedom to Speak Up - F2SU

1. Purpose of the Report

To provide assurance to the Trust Board on the work of the Trust’s People and Culture Committee (PCC), and escalate any issues as required.

2. Recommendations

2.1 There are 2 items from PCC requiring January 2023 Trust Board approval.

3. Summary

The following items from the PCC meeting of 22 December 2022 are summarised for the 12 January 2023 public Trust Board:

Recommended items:

3.1 BAPIO Partnership and Collaboration

The Chief People Officer and Mr Biju Simon, Consultant Physician and Geriatrician, provided an update and assured the committee of the BAPIO (British Association of Physicians of Indian Origin) partnership. The Chief People Officer provided a background of BAPIO and believed that the partnership would help address some issues identified by the feedback received from the national staff survey and the WRES and WDES indicators. The PCC committee was asked and recommended to support the Memorandum of Understanding between University Hospitals Of Leicester NHS Trust and BAPIO and recommend to board to commit. Secondly, to support participation of the University Hospitals Of Leicester NHS Trust in the pilot of dignity and work standards approval and sign up of the LED Charter.

The Chief People Officer highlighted to the committee the need to improve capacity and capability within our workforce and to achieve this by working in partnership with other organisations to include BAPIO.

PCC endorsed the BAPIO Partnership and Collaboration and recommended it for Trust Board approval. A separate report on this item will be presented to the **9 February 2023** Trust Board for approval.

3.2 Workplan and Terms of Reference

The committee was presented with the workplan and Terms of Reference for the Committee that will be reviewed annually. The Director of Corporate and Legal Affairs provided assurance to the committee that the workplan is to be shared after the duties are confirmed with colleagues.

The updated PCC terms of reference are endorsed and recommended for Trust Board approval. A standalone report is included on the 12.1.23 Trust Board agenda accordingly.

3.3 Freedom to Speak Up Quarter 2 & 3 2022-23 Update Report

The committee was provided with assurance on the updates on Quarter 2 and part of quarter 3 Freedom to Speak Up (F2SU) report. It was noted that 93 concerns were raised so far for the two quarters. The Freedom to Speak Up Guardian Team assured the committee re: the plans to increase the visibility such as investing within the team and the roll out of F2SU champions.

The F2SU quarter 2 and 3 reports for 2022/23 are endorsed and recommended for Trust Board approval. A standalone report is included on the 12.1.23 Trust Board agenda accordingly.

Discussion items:

3.4 Responsibility Allowance (RA) – Authorised Persons for Compliance

The Director of Estates, Facilities and Sustainability, provided assurance and information to committee members following the approval of Responsibility Allowance for Authorised Persons who would be suitability qualified and appointed by Designated Person. It was noted to the committee that the University Hospitals Leicester is the first trust to implement this role. In addition, the role would enable a better uptake of training and retention to staff already trained.

The PCC Non-Executive Director Chair was assured of the work and noted the paper.

3.5 Recruitment & Retention Premia (RRP) – Estates Maintenance Technicians

The Director of Estates and Facilities presented the Recruitment and Retention Premia of the Band 5 Maintenance Technicians. It was noted that the payment to help retain existing staff and recruit new employees. The committee was provided assurance and noted the updates.

3.6 Horizon Scan

The update was noted within the meeting.

3.7 Industrial Action Update and Oversight Report

The report provided assurance and information to the Committee on the industrial actions taken place nationally. The Chief People Officer noted to the committee the Royal College of Nursing (RCN) mandate was not met at University Hospitals Of

Leicester NHS Trust. EMAS Ambulance strike did meet the mandate and strike occurred on 21st December and currently a plan is in place to mitigate any issues occurred such as the redeployment of corporate staff into clinical areas. The Chief People Officer also added that the overall absence levels have risen due to a combination of sicknesses and COVID. The Chief People Officer noted to the committee the concerns around proposed RCN Strike on 27th December and EMAS strike on 28th December and in the new year, a proposed ballot for junior doctors but committee was assured that plans are in place to mitigate risks that may occur such as leadership cover and redeployment of more staff if required.

Transactional Services Transformation Update

The report provided assurance that the improvements are progressing in line with the BAF risk “failure to recruit, retain, redesign and transform the workforce”. It was highlighted to the committee some positive news that the team was nominated for HSJ partnership award for environmental sustainability project of the year. Ms Karen Ceesay, Associate Director of People Services and Transformation, noted that 10,000 forms are going to external provider and provided assurance to the committee the plans to address the issues by looking at recruitment modules to remove paperwork such as HR1 forms and implement health roster for Women’s and Children’s services. Vivup portal is now live from December which is a benefits scheme for staff. The Chief People Officer noted to the committee that the Locums Nest had 75% shifts filled which is a big achievement, with plans to add estates and facilities in due course. The PCC Non-Executive Director Chair noted the good work and was assured of the progress currently happening within transactional services.

Flu vaccine & Covid Autumn Booster

The committee was asked to note the updates from the Flu Vaccine and Covid Autumn Booster. The Chief People Officer noted that the uptake has been slow due to the pressures of the day jobs and assured the committee that they are looking at more options for next year for additional capacity and start commencing for September 2023.

Managing Violence and Aggression

UHL’s Head of Equality Diversity and Inclusion presented to PCC on UHL’s approach to violence, aggression and abuse to patients or staff. The initial work has commenced in certain areas within the hospital to ensure the processes are robust. Examples of processes that are due to be implemented are displaying posters to stop abuse and introducing a yellow and red card process to promote the health and well-being of staff. The committee was provided assurance on the long term plan such as training for staff on properly reporting issues that occur and working with colleagues and security team to ensure it is communicated to all staff.

UHL NHS Staff Survey – Looking After Our People Update

The committee was provided assurance that the commitments and actions are being worked on from the results of the survey. It was also noted that updates will be provided as they continue to progress in the new year.

Pension Update

The committee was provided an update on the implementations of the pension support for colleagues. The Government was consulting on proposed changes to the NHS pension scheme by the encouragement of retention of experienced NHS clinicians and removed any barriers to staff returning from retirement. The consultation opened early December and the committee was assured that additional work continued to help and support the pension provisions.

Consideration of BAF risks in the remit of People and Culture Committee:

Board Assessment Framework

The committee was provided with assurance that the scores had been agreed within the board development sessions and sent to Trust Board. It was noted the work will continue to align with the work programme.

AOB

- The PCC Non-Executive Director Chair asked the committee the thoughts around an added topic at the beginning of the agenda around disability. He noted that he was happy to discuss any suggestions.
- The PCC Non-Executive Director Chair discussed the possibility to look at having the PCC meetings held on a hybrid basis for 2023.

Reports for noting – the following items were received and noted, with no substantive discussion:

- Workforce and Data Set – People Services

Supporting documentation

None.