

Meeting title:	Public Trust Board Meeting	Public Trust Board paper I				
Date of the meeting:	13 April 2023					
Title:	Escalation Report from the People and Culture Committee (PCC): March 2023					
Report presented by:	Mr 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 Board Assurance Framework – BAF Freedom To Speak Up - F2SU University Hospitals Of Leicester NHS Trust – UHL GMTS – General Management Training Scheme LMST – Local Management Training Programme

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 3 items from PCC requiring Trust Board approval.

3. Summary
 The following items from the PCC meeting of 30 March 2023 are summarised for the 13th April 2023 public Trust Board:

Recommended items:

3.1 Freedom to Speak Up Annual Report Q4 Highlights 2022-2023

Ms E Concannon, Freedom to Speak Up Guardian, provided an update on the Freedom to Speak Up Annual Report highlights on Quarter 4. She mentioned that the service had seen positive improvements both at executive and ward level which had largely due to the improved governance arrangements. The Committee noted the contents of the F2SU Annual Highlight Report and was assured on the ongoing progress of the F2SU service to support UHL staff.

Freedom to Speak Up Annual Report Q4 Highlights 2022-2023 are endorsed and recommended for Trust Board approval. A standalone report will be included on the 11.5.23 Trust Board agenda accordingly

3.2 Staff Survey

The Chief People Officer provided an update on the NHS Staff Survey results from 2022 and acknowledged to the committee the improvements made in the response rate and progress against some aspects. The committee was assured on the good work and commitments made given in answer to the key themes that had emerged.

Staff Survey report is endorsed and recommended for Trust Board approval. A standalone report is included on the 13.04.23 Trust Board agenda accordingly

3.3 Gender Pay Gap

Ms S Zavery, Head of Equality, Diversity, and Inclusion provided an update on the Trust Gender Pay Gap differences between Male and Female staff for the period of 2021-2022. The committee was assured that Trust is operated in line with statutory requirements and has implemented actions that improved the pay gap between female and male staff.

Gender Pay Gap Report is endorsed and recommended for Trust Board approval. A standalone report is included on the 13.04.23 Trust Board agenda accordingly

Discussion items:

3.4 Industrial Action Update and Oversight Report

The Chief People Officer provided an overview of the current of the national industrial action and noted the continuous support from colleagues. PCC was provided assurance on the current position of the junior doctor's strike action and arrangements the Trust had made to ensure continuous service.

The PCC Non-Executive Director Chair was assured of the update and planned work to mitigate any potential risks that may occur as result of strike action.

3.5 Employment Relations – Case Work Activity

Chief People Officer provided an update on the Employment Relations activity and the detailed work programme in place. The Committee was assured on the next steps and deliverables as part of the 2023/24 people services in particular the grievance process.

3.6 NHS Graduate Management Training Scheme (GMTS) and Local Management Training Scheme (LMTS)

The Chief People Officer provided the Committee the status update on the Trust's application for the National GMTS 2023, sought approvals for Trust's LMTS transition from bi-annual to annual and the LMTS scheme reviewed to make more accessible to colleagues within the Trust.

The Committee noted and was assured on the work undertaken with both GMTS and LMTS and approved the uptake and participation of the schemes. The Committee also supported the review and scope of LMTS from 2024 onwards.

3.7 End Of Year Transactional Services

Ms K Ceesay, Associate Director of People Services and Transformation, provided an overview on the people services work programme 2022/23 in line with BAF risk “Insufficient workforce capacity, capability and lacking in diversity”. Ms K Ceesay, Associate Director of People Services highlighted to the committee the end of year position in relation to achievements of the transformation ambitions. The Committee was assured the work programme and associated improvements would continue to effectively operate as a control against the BAF risk.

3.8 Work Programme

The Chief People Officer provided an update to the Committee on the people services work programme that is aligned to the Trust promise. The Committee noted the paper and was assured on the key priority areas for People Services 2023/24 and the continued development to support delivery in line with the BAF risk “Insufficient workforce capacity, capability and lacking in diversity”

3.9 Junior Doctors Contract Guardian of Safe Working Report

Mr R Singh, Consultant and Guardian of Safe Working, provided an overview on the quarter report on the Exception Reporting to the Trust Board in line with the 2016 Junior Doctors Contract. The Committee noted the information provided within the quarterly report.

The PCC committee was assured and approved the paper for Trust Board in May.

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

4. Board Assessment Framework

The committee reviewed strategic risk 10 on the BAF around insufficient workforce capacity, capability and lacking diversity which was aligned to the committee and its work plan. There was significant changes proposed to the content this month. The committee noted the updates made in the month in red text in the BAF to include new key next steps to develop a Transformation Strategy Map for Transactional Services, to progress an EDI work programme, and to develop a staff survey action plan. Assurance items on the agenda and referenced in the BAF included the industrial action working group and the Freedom to Speak Up report. There were no changes proposed to the scores of this risk: Current rating is 20 (likelihood of almost certain x impact of major), Target rating is 9 and Tolerable rating 12.

5. AOB

- The Committee welcomed Zoe Marsh who joined the Trust as new Associate Director of People Services Workforce.
- The Chief People Officer noted that the Local Negotiating Committee has reconvened and that they cycle of meetings had restarted. Progress has been made with the Staff Side Constitution and there will be an informal meeting with staff side colleagues during April.

- **Reports for noting** – the following items were received and noted, with no substantive discussion:
- None

6. Supporting documentation

None

7. **Date of Next Meeting**

Thursday 25th April at 10am – Board Room, Leicester Royal Infirmary.