

Paper K

Meeting title:	Public Trust Board					
Date of the meeting:	14 December 2023					
Title:	Escalation Report from the People and Culture Committee (PCC): 30 November 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

Non- Executive Director – NED

GMTS – General Management Training Scheme

LMTS – Local Management Training Programme

ESR – Electronic Staff Record

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

There are no items from PCC requiring for December 2023 Trust Board approval.

3. Summary

The PCC met on 30 November and was quorate. The following items from the PCC meeting of 30th November 2023 are summarised for the 14th of December 2023 public Trust Board:

Discussion items:

3.1 Medical Education Report

Mr M McCarthy, Director of Clinical Education/Associate Medical Director provided an overview on Medical Education within the Trust. He provided the Committee with assurance on the engagement with Post Graduate Doctors in Training and improvements to the facilities across the three sites. To add, he sighted the Committee to 2023 GMC Survey outcomes.

The Committee was assured on the ongoing work within Medical Education.

3.2 Consolidation of Education and Training Organisational Governance

Ms Z Marsh, Deputy Chief People Officer, updated the Committee an integrated approach to training and education assurance which was outlined through a sub-group of the People and Culture Committee. She noted the group was tasked with offering a consolidated approach and responding to the local delivery of the NHS long-term workforce plan concerning education and training. It also ensured delivery against the trust's strategic goals to the People & Culture Committee and Trust Board.

The Committee was assured of the formation of the workforce, training, and education group and noted the next steps for 2024/25.

3.3 NHS Graduate Management Training Scheme (GMTS) and Local Leadership Management Training Scheme (LMTS)

Ms Z Marsh, Deputy Chief People Officer and Ms T Francis, Senior People Partner provided an update on the GMTS and LMTS Scheme. They noted the Trust's application for GMTS across 4 sub areas of general management, Human Resources, Finance and Health Informatics for the 2023 intake and the overview of the LMTS attraction and selection process and recruitment outcomes for this year.

The PCC Non- Executive Chair noted the hard work undertaken and look forward to the feedback.

3.4 UHL's Behaviours Framework

Ms Z Marsh, Deputy Chief People Officer, provided an update on the current position, next steps and timescales for the development of the Trust's behavioural framework.

The Committee was assured on the contents received and noted the timelines for approval and launch of the framework.

3.5 Sexual Safety in Healthcare Charter

Ms Z Marsh, Deputy Chief People Officer provided assurance to the Committee on the progressed work on the noted commitments that was recently signed NHS England- Sexual Safety in Health Care Charter.

The PCC Non-Executive Chair noted on the ongoing work presented.

3.6 People Services Operational Work Programme (BAF Risk – 10)

Ms K Ceesay, Deputy Chief People Officer, updated the Committee regarding the People Services Operational Work Programme. The Committee was assured on the progress of the programme of work related to recorded absence on ESR and the governance arrangements and controls placed as evidence by the Internal Audit rating of significant assurance.

3.7 Financial Sustainability (BAF Risk- 10)

Ms K Ceesay, Deputy Chief People Officer, provided an update on the workforce workstream of the Financial Sustainability Programme.

The Committee was assured on the ongoing work to reduce agency activity and the work to comprehend reasons for in-year growth. It was also acknowledged the continued need to strengthen the pay controls for non-contractual activities.

3.8 UHL Staff Survey 2023

Ms Z Marsh, Deputy Chief People Officer, provided an update regarding the Staff Survey 2023. The Staff Survey was launched on the 25th September and closed on 24th November. The Committee received the update and was assured on engagement.

The PCC Non-Executive chair thanked the team for their hard work.

3.9 Overview of the Trust's Industrial Action Response

Ms Z Marsh, Deputy Chief People Officer, provided an summary on the impacts to the Trust during the multiple waves of Industrial Action until October 2023. The Trust responded to total of 31 days of Industrial Action that included preparation, response and recovery taken by the Consultant and Doctors in Training workforce.

The Committee was assured on the update provided.

3.10 Employee Relations Report

Ms Z Marsh, Deputy Chief People Officer provided an update on the numbers of discipline, capability, resolution, and employment tribunal cases. She presented an overview of the historical activity and distribution of cases across the trust, updating the committee on the status of ongoing cases.

The Committee was assured and noted on the contents of the update provided.

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 are no matters of concern from the strategic risk to be escalated and no significant changes proposed to the

content or risk scores: current rating is 20 (likelihood of almost certain x impact of major), target rating is 9 and tolerable rating is 12.

5. AOB

None

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

- None

6. Supporting documentation at the meeting

- People and Culture Committee Meeting Dates 2024/25

7. Date of Next Meeting

Thursday 25th January 2024 – Board Room, Leicester Royal Infirmary.