

Meeting title:	Public Trust Board	Public Trust Board paper M			
Date of the meeting:	9 February 2023				
Title:	Escalation Report from the People and Culture Committee (PCC): January 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		Assurance	x	Update
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 British Association of Physicians of Indian Origin - BAPIO Trauma Risk Management (TRiM)

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 is 1 item from PCC requiring February 2023 Trust Board approval.

3. Summary

The following items from the PCC meeting of 26 January 2023 are summarised for the 9th February 2023 public Trust Board:

Recommended items:

3.1 Junior Doctors Contract Guardian of Safe Working Report

The Chief People Officer provided an update on behalf of Mr Andrew Furlong, Medical Director and Dr Dan Barnes, Deputy Medical Director who was unable to attend the meeting.

The PCC committee was provided an update on the quarterly report on Exception Reporting that from 1st September to 30th November 2022, 171 exceptions reported have been recorded which is a decrease of 24 from the previous quarter. The PCC committee was assured and approved the paper for Trust Board.

The Junior Doctors Contract Guardian of Safe Working Report is endorsed and recommended for Trust Board approval. A standalone report is included on the 09.02.23 Trust Board agenda accordingly.

Discussion items:

3.2 Industrial Action Update and Oversight Report

The Chief People Officer provided assurance and the current update of the national industrial action and noted the continuous support. The Chief People Officer highlighted to the committee that 1st and 6th February for the teachers to take industrial action and thanked colleagues in emergency planning, workforce, operation, and clinical services that has responded to preparing the organisation for disruption that may take place. The PCC Committee Non-Executive director chair noted the current ballots in place which included the junior doctors strike action.

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.

3.3 Pathway to Excellence Programme Update

Ms Eleanor Meldrum, Deputy Chief Nurse, provided assurance to the committee on the progress and recruitment currently underway on the Pathway to Excellence© Programme, in which creates positive practice environment for nursing/midwifery staff that improved engagement, experience and staff retention. The PCC committee was assured that contents of the discussion and supported the process. The PCC Non-Executive Chair noted the excellent work that has gone underway and look forward to future updates.

3.4 Health and Wellbeing Update

Ms Linsey Milnes, Head of Health & Wellbeing and Staff Experience, provided an update on the Health and Well-being work programmes and the progress of the ongoing work and proposed workstreams that are currently in place to support colleagues working at University Hospitals Of Leicester NHS Trust. The PCC committee was updated on particular workstreams discussed such as TRiM, AMICA and In- Work Poverty schemes and was assured that the work is currently progressing well.

The PCC Non-Executive chair thanked Linsey and the team for the hard work behind the workstreams.

3.5 Strategy and Values Engagement

The PCC Committee was provided an overview on the work progressed on partnership of external provider Clever Together which engaged with colleagues to develop University Hospitals Of Leicester NHS Trust long term future strategy. The PCC committee was provided assurance on the ongoing work to support, and promotion undertaken. Ms Trish Rees highlighted to the committee that the engagement platform will be open between 24 January – 14 February 2023 inclusive. The PCC Non-Executive Director Chair noted the good work and encourages colleagues to support the work undertaken in engagement events.

3.6 Transactional Services and Workforce Transformation Initiatives

The report provided assurance that the improvements are progressing in line with the BAF risk “failure to recruit, retain, redesign and transform the workforce”. Ms Karen Ceesay, Associate Director of People Services and Transformation provided the current controls in place to effectively and communicate and mitigate the gaps identified in the External Audit Report. It was highlighted the Locum’s Nest Implementation continues across the trust and successfully completed initial pay run at the end of December and planned to move full digital solution by 1st March 2023.

The PCC Non-Executive Director was assured that the work programme and associated improvements are progressed in line and controlled against the BAF risk. The Chief People Officer and PCC Non-Executive Chair acknowledged the great work Karen and the team have accomplished.

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

4. Board Assessment Framework

The PCC 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 or significant changes proposed to the content this month. The PCC committee noted the updates made and the progress with internal control around transactional services. 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.

The PCC committee was assured on the current score of the risk.

5. AOB

- The Chief People Officer noted to colleagues that the BAPIO Partnership and Collaboration is going to February Trust Board and the support of the participation of the pilot of dignity and work standards.
- Apprenticeship week on 6th February and encouraged colleagues to get involved and promote the Clever Together platform. The Chief People Officer highlighted that the team is looking at the current apprenticeship rate and entry rates for band 2s in terms of changes to the national living wage.
- The PCC Non-Executive Director Chair reminded colleagues PCC meetings held on a hybrid basis and new start time of 10am.

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

- None

7. Supporting documentation

None.