

People Committee Chair's Highlight Report to Board

Subject:	People Committee	Date: 6 th June 2024
Prepared By:	Steve Banks, Non-Executive Director (Chair of the People Committee)	
Approved By:	Steve Banks, Non-Executive Director (Chair of the People Committee)	
Presented By:	Steve Banks	
Purpose:		
To provide an overview of discussions held at the People Committee on 28 th May 2024		Assurance Significant

Matters of Concern or Key Risks Escalated for Noting / Action	Major Actions Commissioned / Work Underway
<ul style="list-style-type: none"> Despite a good paper on improving conditions for Junior Doctors, continued delays on new Doctors mess remains a major frustration 	<ul style="list-style-type: none"> Workforce perspective on NHSE planning guidance and workforce efficiency programmes underway. Along with Agency reduction programme these need to be aligned with Finance Committee. Re-aligning year 3 of the people strategy with the Trust Strategy and impacts of changing landscape
Positive Assurances to Provide	Decisions Made <i>(include BAF review outcomes)</i>
<ul style="list-style-type: none"> Significant assurances were provided, including: Pharmacy and AHP Workforce Updates; EDI report progress and Diversity in Senior Roles reports; Guardian of Safe Working and Improving Lives of Junior Doctors reports; Strategic Workforce planning update; and response to National Living Wage report. A presentation highlighted the fantastic work of our Volunteers, with assurance of the Governance supporting it 	<ul style="list-style-type: none"> The BAF was discussed and minor amendments made, risk ratings remain unchanged New IPR targets challenged and approved for recommending to Board

Comments on effectiveness of the meeting

Good papers and great to see the positive impact of charitable work and volunteers on patients and staff. Some good conversations with a wide range of quality inputs from all attendees

Items recommended for consideration by other Committees

As above, Workforce Efficiency, NHSE Planning response and Agency reduction programmes