

People Committee Chair’s Highlight Report to Board

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| Subject: | People Committee Chair’s Highlight Report | Date: | 24 th September 2024 |
| Prepared By: | Steve Banks, Non Executive Director | | |
| Approved By: | Steve Banks, Non Executive Director | | |
| Presented By: | Steve Banks, Non Executive Director | | |
| Purpose: | | | |
| To update the Board on the People Committee highlights from the September meeting | | Assurance | Significant |

| Matters of Concern or Key Risks Escalated for Noting / Action | Major Actions Commissioned / Work Underway |
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| <ul style="list-style-type: none"> • Vacancies in midwifery and. AHP positions, especially ODPs and SLTs • Organisation need for clinical psychology support is outstripping availability • Despite assuring work, cost implications of agency and bank overspends continue. • Complexity of resolution of healthcare support workers banding • Risk from implications of potential employment legislation change | <ul style="list-style-type: none"> • Violence and aggression workstream, with progress on track • National Staff Survey Planning ahead of 2024 programme commencing |
| Positive Assurances to Provide | Decisions Made (include BAF review outcomes) |
| <p>Much positive assurance was provided, including from:</p> <ul style="list-style-type: none"> • Healthcare Worker Flu Vaccination Approach for 2024/25 • Approach to new legislation • Scaling up people services vanguard approach across ICS • Improving working lives of doctors in training • Freedom to Speak Up report • Staffing and employment relations updates | <p>PR3 of the BAF was reviewed.</p> <p>Positive assurance now received re the strategic threat of a short term lack of staffing availability, linked to conclusion of strike action.</p> <p>However assurance for the strategic threat of inability to attract and retain staff is now inconclusive due to financial pressures. PR3 overall remains at 20</p> |

Comments on effectiveness of the meeting

Effective meeting with full agenda, facilitated by good quality of papers and good discussion

Items recommended for consideration by other Committees

Productivity, agency and bank usage require working across People and Finance committees to ensure FIP targets are met. Impact of Healthcare Support Workers resolution also being monitored in both Committees. People Services vanguard potential for inclusion in Partnership Committee.

Note: this report does not require a cover sheet due to sufficient information provided.