

**People Committee Chair’s Highlight Report to Board**

<b>Subject:</b>	People Committee	<b>Date:</b> 28 <sup>th</sup> November 2023
<b>Prepared By:</b>	Steve Banks, Non-Executive Director and Chair of Committee	
<b>Approved By:</b>	Steve Banks, Non-Executive Director and Chair of Committee	
<b>Presented By:</b>	Steve Banks, Non-Executive Director and Chair of Committee	
<b>Purpose:</b>		
	<b>Assurance</b>	

<b>Matters of Concern or Key Risks to Escalate</b>	<b>Major Actions Commissioned / Work Underway</b>
<ul style="list-style-type: none"> <li>Following the Board development session on the Pharmacy Workforce Development proposals, a verbal update on progress was received. Shortage of staff in key roles remain a significant risk during the development of a new model.</li> <li>Although assurance was received on actions to support the workforce, strike fatigue and it’s impact on people remains a major concern</li> </ul>	<ul style="list-style-type: none"> <li>Following the development of the NHS Sexual Safety Charter, the Committee endorsed the development of a working group and recommended that the Trust sign up to the Charter.</li> </ul>
<b>Positive Assurances to Provide</b>	<b>Decisions Made (include BAF review outcomes)</b>
<p>Much assurance was provided, including:</p> <ul style="list-style-type: none"> <li>Actions to encourage a good level of response to the Staff Survey</li> <li>Progress on Strategic priorities for Q2</li> <li>Actions to improve the Integrated Performance Report, subject to concerns above</li> <li>The development of new approaches to Strategic workforce planning and approach to staffing models for the Community Diagnostic Centre</li> <li>The development of the Health and Wellbeing Improvement plan</li> </ul>	<p>Decision made include:</p> <ul style="list-style-type: none"> <li>The BAF was discussed, minor amendments to reflect Committee changes made, and risk ratings remain unchanged.</li> <li>The updated Terms of Reference were approved and the change of title to “People Committee.”</li> </ul>

### **Comments on Effectiveness of the Meeting**

Well written papers and a good level of support and challenge made for a positive and productive Committee.

No observers were present.

Following the meeting a lively workshop discussion regarding the People Strategy year 3 priorities was held. Additional participants from the Trust were invited to support wider and more diverse views being received, that will had develop relation areas of focus for year 3.