

3As Highlight Report

Meeting Name: People and Culture Committee

Meeting Chair & Report Author: Manjit Darby

Meeting Date: 12 February 2025

Quorate: Y

Agenda Item Title:	Minute Reference:	Lead:	Description:	BAF Ref:	CRR Ref:	Directorate Risk Ref:
ALERT: Alert to matters that need the Board's attention or action, e.g. an area of non-compliance, safety or a threat to the Trust's strategy						
ADVISE: Advise the Board of areas subject to on-going monitoring or development or where there is negative assurance						
ASSURE: Inform the Board where positive assurance has been received						
Workforce Environmental Scan	PCC/25/04		<u>NHS Management regulation consultation - briefing slides</u> Leading the NHS: proposals to regulate NHS managers - GOV.UK <u>Nursing Job Evaluation Band 4 - 9 briefing slides</u> Received the NHS employers board pack setting out the national ask for organisations to go through a process of looking at all Band 4 to 9 job descriptions across nursing portfolios against the new criteria. Noted the work is in train and we have assurance there is a mechanism in place to manage. <u>Consultation on Temporary Staffing</u> Noted already submitted and we have provided input into this consultation. <u>ESR Transformation Programme</u>	06/07		

			NHS procuring a new electronic staff record programme to be rolled out between 2027 and 2030. Noted the work is on the horizon and assessment completed. <u>Developing Diverse Leaders (DDL) Programme Staff Story</u> LPT staff have taken part, have found it to be beneficial and gained promotions from it.			
Workforce Development Group Triple A	PCC/25/05		Report received and assurance provided on Occupational Health waits and oversight. Noted there is comprehensive work through operational planning processes reviewing funding for posts due to the financial position.	06 07		
Board Assurance Framework	PCC/25/06		No significant changes noted revised BAF to come to next meeting.			
New People Dashboard - Draft	PCC/25/07		Dashboard received for oversight and approval also confirmation that it has been cross referenced with NHSEs guidance on insightful boards and key performance indicators that should be monitored. Confirmed good work in progress.	06 07		
M9 Workforce Recruitment and Agency Reduction Plan 2024-25	PCC/25/08		<u>M9 Workforce Recruitment and Agency Reduction Plan 2024-25</u> Noted the progress on agency use year to date with no off framework use in December or January. Price cap breaches reducing steadily, further reduction to the rate we pay agency nurses came into effect on 1 February the overall spend is below plan.	06		
Mandatory Training Flash Report at 1 February 2025 AFM Triple A Summary & Escalations Report	PCC/25/09		Noted the assurance on the AFM alert regarding training compliance levels at local team level and where we have got gaps in compliance. The set trajectory is for all staff to be fully compliant by the 1 April, training capacity and DNAs will continue to be monitored at AFM.	06		



Staff Sickness Hotspots / Areas of Concern by Trust and Directorate SPC Charts	PCC/25/10		Detailed deep dive data received looking at sickness absence at operational level through SPC charts good assurance received on the report.	07		
Employee Relations update - (Cases / Suspensions / ETs / Managements of Change)	PCC/25/11		Detailed report on activity, received assurance on deep dives into number of cases formal and informal and suspensions also learning from an Employment Tribunal. The work through Together against racism looking at ECM staff entering disciplinary panels was also signalled.	07	33	
EDI Draft KPI'S WRES / WDES National Reports WRES / WDES High Impact Actions Progress	PCC/25/12		Key performance indicators and desired outcomes received for oversight which will come through the people dashboard assurance noted. Summary position received on progress against high impact actions.	07		
Annual Gender Pay Gap Report	PCC/25/12		Report received with action plan agreed to approve for publication on the Trust website as per statutory requirement.	07		
Guardian of Safe Working Hours	PCC/25/13		Report received as per statutory requirements noted work going on in relation to breaches which will come through AFM for assurance.	07		
Policy Progress Report	PCC/25/14		All policies in date.			
CELEBRATING OUTSTANDING: Share any practice, innovation or action that the Committee considers to be outstanding						
Celebratory Acknowledgements	PCC/25/19		The education team held their inaugural awards in education celebration event, over 100 people were invited to attend to celebrate the qualifications and courses they've completed in the last academic year.			

