

REPORT TITLE:	People Plan Update		
SPONSORING EXECUTIVE:	Richard Beeken, Chief Executive Officer (CEO)		
REPORT AUTHOR:	Frieza Mahmood, Chief People Officer (CPO)		
MEETING:	Public Trust Board	DATE:	8 th June 2022

1. Suggested discussion points *[two or three issues you consider the Trust Board should focus on in discussion]*

The People and Organisation Development Committee (PODC) has considered the impact of the Trust's emerging People Plan on existing structures, capacity and oversight, reviewing the below:

- Board Assurance Framework (BAF)
- PODC Governance to include Subcommittee Structure and Programme Management
- Priorities for 22/23
- PODC Metrics (currently in draft form are pending approval at the forthcoming June PODC).

A forward-looking, prioritised activity plan for 22/23 has been developed as an outcome of this process with additional controls and assurances in place to support risk mitigation in key areas such as Equality.

An Operational Delivery Framework which sets out lead accountabilities and timescales for each work programme in the 5 Year People Plan is currently in development for PODC approval in July.

The attached presentation provides an update on progress, assurance on alignment to strategic aims, a route to assurance on the core basics and regulatory expectations and a proposed route to Board approval, to enable PODC to progress with identified plans.

2. Alignment to our Vision *[indicate with an 'X' which Strategic Objective[s] this paper supports]*

OUR PATIENTS		OUR PEOPLE		OUR POPULATION	
To be good or outstanding in everything that we do		To cultivate and sustain happy, productive and engaged staff	X	To work seamlessly with our partners to improve lives	

3. Previous consideration *[at which meeting[s] has this paper/matter been previously discussed?]*

N/A

4. Recommendation(s)

The Public Trust Board is asked to:

- RECEIVE** the update and advise of any additional assurance which is required.

5. Impact *[indicate with an 'X' which governance initiatives this matter relates to and, where shown, elaborate in the paper]*

Board Assurance Framework Risk 01		Deliver safe, high-quality care.				
Board Assurance Framework Risk 02		Make best strategic use of its resources				
Board Assurance Framework Risk 03		Deliver the MMUH benefits case				
Board Assurance Framework Risk 04	X	Recruit, retain, train, and develop an engaged and effective workforce				
Board Assurance Framework Risk 05		Deliver on its ambitions as an integrated care organisation				
Corporate Risk Register [Safeguard Risk Nos]						
Equality Impact Assessment	Is this required?	Y		N	X	If 'Y' date completed
Quality Impact Assessment	Is this required?	Y		N	X	If 'Y' date completed