

Sandwell and West Birmingham NHS Trust

Board Committee Chair's Report

Meeting:	People Committee		
Chair:	Lesley Writtle		
Dates:	31 st January 2024 & 28 th February 2024		
Present:	Name	31st January 2024	28th February 2024
	Lesley Writtle, Non-Executive Director (Chair)	Attended	Attended
	Val Taylor, Non-Executive Director	Attended	Attended
	Mark Anderson, Chief Medical Officer (Member)	Attended	Attended
	Mel Roberts, Chief Nursing Officer (Member)	Apologies	Attended
	Daren Fradgley, Managing Director/Deputy CEO Core Org (Member)	Apologies	Attended
	Simon Sheppard, Director of Operational Finance (Member)	Attended	Attended
	Jo Newens, Chief Operating Officer (Member)	Apologies	Apologies
	Meagan Fernandes, Deputy Chief People Officer	Attended	Attended
	Dan Conway, Assoc Director of Corporate Governance	Attended	Attended
Liam Kennedy, MMUH Delivery Director	Attended	Attended	

31st January 2024	
	People Committee Metrics



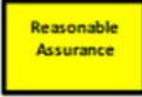
* See Reading Room for assurance classification

1.	<p>Chair's opinion:</p> <ul style="list-style-type: none"> Comprehensive information now received by the committee, good quality and easily understood. Areas of concern remain sickness at 6.5% this is being overseen by Workforce oversight group there is a better understanding of the high levels of long-term sickness and those receiving no pay. High level of Bank driven by vacancies , so tracking activity for recruiters weekly. Improvement in short term sickness and turnover. 	Reasonable Assurance
2.	<p>Finance Update on 23/24 Plans, incl. CIP and workforce.</p> <p>Chair's opinion:</p> <ul style="list-style-type: none"> Comprehensive report shows close adherence to the plan we expected , data and reporting excellent. YTD plan on workforce numbers on target. CIP to plan except medicine and emergency care. Savings predominantly non recurrent. 	Substantial Assurance
3.	<p>MMUH Quadrant Updates and Development</p> <p>Chair's opinion:</p> <ul style="list-style-type: none"> WE received an update on the progress regarding the management of change actions 78 staff completed with a target of 1300 by end of April, Looking at refreshed model for recruitment to improve overall numbers, if improvement isn't seen it will pose a significant risk: target of 125 staff recruited per month sitting at 100 per month, additional recruiting support being sought. Positively 70% of those recruited are from local community. The OD programme linking work on compassionate leadership and the Affinia teamwork progressing well but need to target areas that have deep routed issues. New set of KPIs being set for this work. 	Reasonable Assurance
4.	<p>MMUH Update</p> <p>Chair's opinion:</p> <ul style="list-style-type: none"> Discussed “ready set go” programme, update on readiness and critical success factors, discussed process of raising a clinical hazard and concerns about bed fit and operational readiness. looked at role of people committee in this work, focus on recruiting faster, managing sickness, progressing people component of delivery of departmental policies, ensuring readiness of ESR. 	Reasonable Assurance
5.	<p>PCCT Deep Dive</p> <p>Chair's opinion:</p> <ul style="list-style-type: none"> People Committee is endeavouring to work more closely with Clinical Groups and staff, this month was the first meeting with the PCCT Group we want to understand from a workforce perspective things that are working well and those that they need help with. This is not a performance review but an engagement piece. Feedback from people committee and the Group was very positive., they engaged in the whole agenda and really brought to life the issues we are tackling in the people plan. Points of note : Challenges : Recruitment process and hard to reach professions, want help with more modern approaches , development of new careers, want more comprehensive support to managing long term sickness including wellbeing support and reasonable adjustment Proud of work on PDR and career pathways , Group communication and learning. 	Noting

Positive highlights of note	Matters of concern or key risks to escalate to the Board	Matters presented for information or noting	Actions agreed
<ul style="list-style-type: none"> Work with PCCT Group was a good new approach , both parties learning from each other, 	<ul style="list-style-type: none"> Pace at which we are recruiting staff Significant amount of work needed for MMUH : MOC and OD 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Detailed plan for staff engagement to March People committee

<p>real stories behind key statistics. Opportunities to help Group with key issues. Key learning points for trust leadership about approaches and initiatives</p> <ul style="list-style-type: none"> NED working with Trust network leads to improve and create meaningful engagement. 			<ul style="list-style-type: none"> Refreshed approach to driving recruitment process : March People committee
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28th February 2024

6.	<p>Staff Survey/Pulse Survey Result Paper</p> <p><u>Chair's opinion:</u></p> <ul style="list-style-type: none"> Extensive discussion about staff survey and Pulse survey results, minor improvements but not significant enough compared to peers. 29% : lowest response we have had, however we have had 40% response to recent Pulse Survey. Multi Strand "Supporting People" approach will be launched on 18th March when Professor Michael West will join us and arrange of staff in the organisation: Group leads, Network leads etc. Initiatives will focus on a staff engagement model "An all year round Approach", Group level action plans led by People engagement teams PET, ARC leadership, focus on working with staff networks and trade union colleagues, improved EDI focus 	
7.	<p>Finance Update on 23/24 Plans, incl. CIP and workforce.</p> <p><u>Chair's opinion:</u></p> <ul style="list-style-type: none"> Good work continues as per the plan we agreed, underspending on pay bill. Workforce CIP overdelivering but only because of level of vacancies 900 so using bank and agency. Focussed work on improving recruitment is in place but will need more to happen, also need to ensure we retain staff employed. 	
8.	<p>Summerfield Group Practice APMS</p> <p><u>Chair's opinion:</u></p> <ul style="list-style-type: none"> 	noted
9.	<p>MMUH Staffing Assurance</p> <p><u>Chair's opinion:</u></p> <ul style="list-style-type: none"> Comprehensive suite of papers received which was supported by an in-depth discussion, Focussed on Nursing, Medical and AHP safe staffing models for MMUH looking at the impact of staffing 9 as apposed to 8 floors, 7 day working, supporting greater number of monitored beds. We also considered the hard to recruit roles especially AHP. People committee agreed the plans put forward as a safe model and were informed tis still remains within the budget previously agreed. We also considered progress with the 4 quadrants: recruitment : still struggling with more vacancies than we would like but increased range and type of support, positively we have in recent months recruited 70% from local communities. MOC now progressing to plan. OD specific work with Theatres, ED, Medicine in progress as is ARC leadership programme . people committee concerned at how long this will take to complete. 	

	<ul style="list-style-type: none"> ESR progressing well New Hospital team given good feedback after recent visit. 	
10.	MMUH Ready Set Go <u>Chair's opinion:</u> <ul style="list-style-type: none"> Paper accepted 	<div style="border: 2px solid black; background-color: yellow; padding: 5px; width: fit-content; margin: auto;">Reasonable Assurance</div>

Positive highlights of note	Matters of concern or key risks to escalate to the Board	Matters presented for information or noting	Actions agreed
<ul style="list-style-type: none"> Staff Story Matron PCCT 	<ul style="list-style-type: none"> Outcome of staff survey, scale of work to be achieved. Pace of recruitment to fill vacancies 	<ul style="list-style-type: none"> Launch of supporting people approach with Professor Michael West 	<ul style="list-style-type: none"> Committee to receive paper on options for approach to recruitment