

3As Highlight Report

Meeting Name: People and Culture Committee

Meeting Chair & Report Author: Manjit Darby

Meeting Date: 30th October 2024

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						
M5/6 Workforce and Agency Reduction Plan 2024/25	PCC/24/67	SW	Noted good progress against agency reduction plan and recruitment plans. Vacancies remain high and therefore actions continue to progress. HSCW turnover still requires attention actions will include reviewing the exit interview process to gain feedback.	06		
ADVISE: Advise the Board of areas subject to on-going monitoring or development or where there is negative assurance						
Health and safety committee – Occupational Health waits	PCC/24/81	SW	Issue with Occupational Health waits. Plans are in place to review the contract through procurement and group value work. Urgent requests are escalated. We are looking at the contract provision overall on the whole of procurement market. Where urgent requests can be made for a more urgent appointment. Amica is part of our HWB offer there is no issue with their waiting times.	07		
International Recruitment Steering Group	PCC/24/77	JMA	Existing training programme provider has paused and there are issues with external agency provision. The steering group will work through a plan and provide through new delivery group level 2 committee. Review of Trust strategy for international recruitment required.	06		
Mandatory Training Flash Report on 1 September 2024	PCC/24/71	SW	We are compliant against our target for mandatory training overall which is positive. There are local areas where smaller numbers of teams are not compliant this is being operationally targeted through AFM.			



ASSURE: Inform the Board where positive assurance has been received					
Policies approved / extensions granted	PCC/24/73	SW	All policies currently in date, 6 currently in the review period.		
Trust Response to Civil Unrest and Impact on Workforce	PCC/24/64	SW	This action was followed up and the committee received the overview with where we have got to, what has be done and actions planned.		
Trade Union Facility Time Benchmarking	PCC/24/64	SW	Benchmarking analysis undertaken positive news that's we have recruited more representatives and with this the Trust will not be an outlier in terms of our number of representatives. We will continue to monitor activity through normal reporting.		
Benchmarking our People Data	PCC/24/69	SW	The benchmarking has been undertaken informing a good position for the Trust and opportunities for learning.		
Health and Wellbeing Update	PCC/24/70	SW	Report reviewed including assurance on the actions and measures to understand outcomes. Very positive assurance received.		
CELEBRATING OUTSTANDING: Share any practice, innovation or action that the Committee considers to be outstanding					
Equality, Diversity & Inclusion Workforce Group	PCC/24/75		Celebration event HPMA awards highly commended for our reverse mentoring programme across the system with 80% of participants from LPT.		
International Recruitment Steering Group	PCC/24/77		AD has won an award linked to international recruitment at the BAME awards.		

