

### CHAIR'S KEY ISSUES

#### ISSUES FOR REFERRING / ESCALATING TO BOARD / COMMITTEE / TASK & FINISH GROUP

**PART A:**

<b>ORIGINATING BOARD / COMMITTEE / TASK &amp; FINISH GROUP:</b>		People & Organisational Development Committee	<b>DATE OF MEETING ISSUE RAISED:</b>	26 May 2022
<b>CHAIR:</b>		Richard Spencer, Non-Executive Director	<b>LEAD EXECUTIVE DIRECTOR:</b>	Kate Read, Director of People & OD
<b>Agenda Item No.</b>	<b>DETAILS OF ISSUE:</b>	<b>BAF Risk Area</b>	<b>FOR APPROVAL / ESCALATION / ALERT/ ASSURANCE / INFORMATION?</b>	
HRD Update on Topical Issues	<p>The <b>revision to Band 2 and Band 3 Job Descriptions</b> for Healthcare/Clinical Support Workers by NHS E&amp;I last August could have a significant impact on a number of our staff, with a knock-on impact on our wage bill. The potential implications are still being scoped in discussion with unions.</p> <p>The <b>Annual Pay Review</b> is yet to be concluded, but any pay increases above 2% are expected to be funded centrally.</p> <p><b>Staff hardship</b> – The Committee noted that a paper would soon be presented to ELT to propose some measures to alleviate financial hardship for staff. In addition, it was noted that the Agenda for Change pay structure potentially incentivizes staff to achieve faster pay progression by moving between NHS trusts, which could make it harder to retain those staff experiencing financial hardship.</p>		Information	

<p>Deep Dive: Workforce Planning &amp; Resourcing</p>	<p><b>Workforce Planning</b> – The workforce planning tool established in 2021 is now operating well, allowing divisions, finance and HR to collectively agree robust data on vacancy rates, and track via the DAMs. The planning process allows better forecasting of future joiners and leavers. Whilst some months be more difficult to predict accurately, it will be important to flag if the numbers significantly exceed plan.</p> <p><b>Resourcing</b> – Overall vacancy rates are 4.8% and average time to hire below 12 days, which compares well with other NHS Trusts in the region. The Committee focused on plans to recruit more Nurses and Midwives, where vacancy rates have risen due to a significant increase in budgeted WTE, by using a mix of international nurses and education partnerships to feed the pipeline. Consultant vacancies have decreased slightly in the past year, and a detailed mitigation plan was share with the Committee, noting that for many hard to recruit posts, there is a national skills shortage.</p> <p><b>Retention</b> – The Committee noted a range of ways in which the trust seeks to reduce voluntary turnover of staff – including offering more flexible working patterns. All leavers are offered an exit interview by our retention partners, and the insight fed back to divisions. The Committee agreed that equipping leaders at all levels to be more effective people leaders is key to improving retention in the long run.</p> <p>POD agreed positive assurance overall for the progress made, but noted that workforce remains a key challenge for ESNEFT and the wider NHS: ESNEFTs overall vacancy rate was higher in April than 12 months ago (4.8% vs 4.1%), and voluntary turnover continues to increase.</p>	<p>BAF06 Workforce Planning</p>	<p>Assurance</p>
<p>People Strategy Action Plan</p>	<p>Positive assurance was received that the People Strategy Action Plan (agreed at March POD) maps against the People Strategy.</p>	<p>BAF02 Staff Experience, BAF06 Workforce Planning, BAFX Staff Development</p>	<p>Assurance</p>

Bi-Monthly Sub Group CKIs	<p>The Committee received CKIs from the Staff Wellbeing Steering Group, The Equality, Diversity and Inclusion Steering Group, and the Faculty of Education.</p> <p>The Committee discussed the recent negative publicity in the HSJ which indicated that ESNEFT had recorded the lowest level of disability disclosure by staff for an acute Trust (1.6%) and a high level of staff (67%) who had not chosen to disclose whether they were disabled. We were disappointed that the HSJ article did not include the significant efforts which have subsequently been made at ESNEFT, reducing the % of staff choosing not to disclose to 36% and doubling the number of staff who had declared themselves as disabled (3.1%). The staff disability network (ESNABLE) has grown from 300 to 581 members, and the Trust has now achieved Disability Confident Level 2 (working towards level 3).</p>	BAF02 Staff Experience, BAFXX Staff Development	
BAF	The Committee discussed the different iterations of the people related BAF framework and decided to continue to use the BAF risks previously agreed at POD, until the more comprehensive review of the overall BAF framework is undertaken by the Board.	N/A	
<b>DATE COMPLETED AND FORWARDED TO SEC OF RECEIVING BOARD / COMMITTEE / TASK &amp; FINISH GROUP:</b>			

**PART B:**

<b>RECEIVING BOARD / COMMITTEE / TASK &amp; FINISH GROUP:</b>		Trust Board Meeting	<b>DATE OF MEETING ISSUE CONSIDERED:</b>	
<b>CHAIR:</b>			<b>LEAD EXECUTIVE DIRECTOR:</b>	
<b>Agenda Item No.</b>	<b>RECORD OF CONSIDERATION GIVEN / APPROVAL / RESPONSE / ACTION:</b>			
<b>DATE COMPLETED AND FORWARDED TO CLERK OF ORIGINATING BOARD / COMMITTEE / TASK &amp; FINISH GROUP:</b>				