

CHAIR'S KEY ISSUES

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

PART A:

ORIGINATING BOARD / COMMITTEE / TASK & FINISH GROUP:		People & Organisational Development Committee	DATE OF MEETING ISSUE RAISED:		28 July 2022
CHAIR:		Richard Spencer, Non- Executive Director	LEAD EXECUTIVE DIRECTOR:		Kate Read, Director of People & OD
Agenda Item No.	DETAILS OF ISSUE:			BAF Risk Area	FOR APPROVAL / ESCALATION / ALERT/ ASSURANCE / INFORMATION?
Emergent and Topical Issues	Healthcare/Clinical Support is in across our system as a minimu	implement the national mandate to revise Band 2 and Band 3 Job Descriptions for re/Clinical Support is in progress, with the priority to achieve consistency of approach ar system as a minimum. There will be financial implications for the Trust wage bill, the changes may improve staff retention.			Information
	The committee discussed the implementation of the national pay review, with a consensus that the risk of industrial action has reduced since the previous discussion at POD.			BAF06 – Recruitment & Retention	
Deep Dive: Education and Development	highlighted the need to strengt The committee reviewed the ES	rship Development – The committee discussed the recent Messenger Report, which white the need to strengthen clinical and non-clinical leadership skills across the NHS. Immittee reviewed the ESNFT Leadership Development Annual Plan, much of which was a ded from 2021 due to COVID. The committee felt the 3 main programmes (Visible, Engaging		BAFXX – Education and Development	Assurance



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	and Emerging leaders) now underway were impressive in scope and ambition, with the potential to address many of the issues raised in the Messenger Report.		
	With the focus now on delivery, the committee discussed the financial sustainability of the new programmes (noting a dependence on alumini becoming future teachers beyond year 1), opportunities for collaborating with the ICS/ICP, how training places would be prioritised amongst staff, and how success will be measured.		
	Education and Learning Plan — The committee received a presentation from the Faculty of Education, noting that considerable progress has been made in establishing a fully integrated approach to staff education and learning which encompasses medical, non-medical roles and apprenticeships, ahead of most other NHS Trusts in the country. This has taken considerable work.	BAFXX – Education and Development	Assurance
	The committee was given positive assurance that a robust governance framework has been established with key training areas able to identify priorities and risks, good financial oversight, and a communications plan now underway to engage staff and divisions. The committee discussed how the FoE would ensure education and learning opportunities are fair and open to all staff, and are aligned to the long term skills requirements of the Trust and System.		
	Mandatory Training – The committee received a presentation on the actions taken and plans to ensure ESNEFT meets and exceeds the 90% compliance target. Overall compliance was 87.2% in June (now risen to 89.2% in July). Attention was given in particular to recovery plans for Adult Basic Life Support and Conflict Resolution Level 2 by year end or earlier.	BAFXX – Education and Development	Assurance
	Research and Innovation – The committee received the Research and Innovation Annual Report which contained many highlights for 21/22, and recommend the report to the Board for approval.	BAF04 - Transformation	Approval
Other Items	Equality, Diversity and Inclusion – The committee considered draft 2021/22 Workforce Race Equality and Disability Standards (WRES and WDES) which the Board is required to submit by	BAF02 – Staff Engagement	Information



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end August. It was agreed that the draft data required further validation prior to Board submission, which will be conducted offline during August with the assistance of some POD members.		
Volunteer Services – As a result of COVID, the number of committed volunteers across the Trust has decreased significantly, with an expectation it will reduce to c.320 people following the completion of an exercise over the Summer to re-engage those on our databases. A new recruitment campaign is planned in the Autumn, which will also seek to broaden the diversity of our volunteer base.	BAF06 – Recruitment and Retention	Information
Annual Flu/Covid Prevention Plan — The committee received positive assurance around the annual plan which will aim to manage winter Flu and Covid vaccinations for staff, noting a risk to the plan as a result of the uncertainty over the timing of particular vaccine releases. Delivery will be managed through the existing vaccination team, chaired by Mike Meers.	BAF06 – Recruitment and Retention/BAF0 2 – Staff Engagement	Assurance
DATE COMPLETED AND FORWARDED TO SEC OF RECEIVING BOARD / COMMITTEE / TASK & FINISH GROUP:		·



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