

## People Committee Chair's Highlight Report to Council of Governors

<b>Subject:</b>	Chair’s Report	<b>Date:</b>	28 <sup>th</sup> January, 2025
<b>Prepared By:</b>	Steve Banks Non-Executive Director		
<b>Approved By:</b>	Steve Banks Non-Executive Director		
<b>Presented By:</b>	Steve Banks Non-Executive Director		
<b>Purpose:</b>			
For Assurance			

Matters of Concern or Key Risks Escalated for Noting / Action	Major Actions Commissioned / Work Underway
<ul style="list-style-type: none"> <li>The Bi-Annual safe staffing report for Nursing, Midwifery and AHP's report contains concerns particularly in relation to Midwifery and AHP establishments.</li> <li>Re-banding of Clinical Support Workers and National Job Matching Profiles for Nursing and Midwifery staff both carry significant financial and employee satisfaction risks</li> </ul>	<ul style="list-style-type: none"> <li>People Strategy for 2025 – 2029 is on track for Board approval in April</li> <li>Staff survey outcomes awaited</li> <li>Action plan agreed to support staff and bring sickness levels back to target approved with a further update on actions at the March Committee</li> <li>Improvements to Governance of FSTU agenda underway</li> </ul>
Positive Assurances to Provide	Decisions Made <i>(include BAF review outcomes)</i>
<p>There was much positive assurance provided including:</p> <ul style="list-style-type: none"> <li>Maternity case ER lessons learned</li> <li>Understanding of and action to clarify medical staff annual leave</li> <li>FTSU governance improvements and report</li> <li>Medical Workforce Bi-annual report.</li> </ul>	<p>The following decisions were made:</p> <ul style="list-style-type: none"> <li>FTSU Cabinet TORs approved to tighten governance</li> <li>BAF thoroughly discussed and agreed no change, however action to consider what circumstances would reduce the Principal Risk 3 from 20 to 16</li> </ul>

### Comments on effectiveness of the meeting

No observer present, but papers were of good quality, as was the debate

### Items recommended for consideration by other Committees

Finance Committee have already seen papers on re-banding and job matching profiles

### Progress with Actions

Number of actions considered at the meeting - 3

Number of actions closed at the meeting – 3

Number of actions carried forward - 0

Any concerns with progress of actions – NO

If Yes, please describe –

***Note: this report does not require a cover sheet due to sufficient information provided.***