

People Committee Chair’s Highlight Report to Board

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

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

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.