



Agenda item 12

Report of the people committee

Board of directors 26 January 2023

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| **Report title** | Report of the People and Culture Committee |
| **Report from** | Vineet Bhalla, Chairman, People and Culture Committee |
| **Prepared by**  | Alison Bradshaw, Committee Manager |
| **Link to strategic objectives** | We will have an infrastructure and culture that supports innovation.We will attract, retain and develop great people. |

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| **Brief** **summary of report** Attached is a summary of the confidential items discussed at the people and culture committee meeting that took place on 13th December 2022.  |
| **Action Required/Recommendation.** Board is asked to:* Note the report of the people and culture committee and gain assurance from it.
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| **For Assurance** | **✓** | **For decision** |  | **For discussion** |  | **To note** | **✓** |

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| **People & culture committee summary report – 26 January 2023** |
| **Governance** | * Quorate – Yes
* Attendance – 100%
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| **Discussion points** | **Agile working*** Will be part of the wider transformation work next year.
* A baseline assessment of the current position and a draft outline of a forward plan would be submitted to the Board in the Spring.

**Workforce programme update*** Three key areas of work; ‘Getting the basics right’, ‘HR Improvement’ and ‘Workforce transformation’.
* The ‘Qliksense’ programme has completed.
* The L&D brochure is available on-line.
* Staff resourcing issues remain for some projects across the Trust.
* Business cases for extra resource have been submitted to the Board.
* The update on shared services, has been put on hold.

**Subgroup updates****1 - EDHR Steering group*** EDI Manager starts in January 2023.
* Data on both the gender and ethnicity pay gap, now shows an improvement.
* BeMoor had provided a number of ‘#my stories’ for Black History month.
* BAME staff continue to report a lack of equal opportunities across the Trust.
* The EDHR ‘career sponsorship’ discussions noted as being put forward to Manex as a formal proposal first.

**2 - Health and wellbeing*** The Health and Wellbeing Team were supporting the international nursing recruitment team.
* A Menopause webinar in October had been attended by 65 staff and the first Menopause café had taken place on the 9th December.
* The Health and Wellbeing team were working closely with the Security and Quality and Safety Leads to ensure staff were being fully supported following staff safety incidents.
* Moorfields Eye Charity (MEC) were giving all staff a £15 voucher for Christmas. Staff would be given the option of declining their voucher and re-investing the money into a hardship fund.
* Discounts are available for staff on EyeQ and a Health and Social well-being leaflet is being drafted which will target those staff who do not always have access to EyeQ.
* The MEC have funded a Health and Wellbeing advisor at Band 6.

Performance metrics* Appraisals are now at their highest since Dec 2021.
* There has been a reduction in employee relation cases with 30% of ETs closed.
* At the end of November, the staff survey had a 46% completion rate.
* Staff turnover high with Bank and Agencies being used to fill-in staff vacancies.
* Staff exit interview guidance is in the process of being finalised. Once internally approved it will be disseminated to managers.

Clinical admin deep dive* The national outpatient competency framework will form part of a bigger admin/clerical competency framework.
* The cost-of-living issues affecting admin staff, were noted as currently being discussed at Board level.
* Staff morale and those staff able to undertake agile working were areas to be worked on.
* A committee forward plan for 2023 being drafted t update the committee on progress throughout 2023.

Education update – aligning with workforce* An education working group has been set-up so that a strategy can be drafted.
* An Education committee will be convened to pull together all the different strands, with input from the Director of nursing and the Director of research and development.
* Communications working on the commercial strand.
* The Education committee will report into the People and Culture committee and the commercial strand will report into the Strategy and Commercial committee and Manex.
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| **Key concerns**  | * Staff resourcing issues continue to impact projects
* Resourcing issues across the Trust in general, being backfilled with Bank and Agencies.
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| **Discussions outside the committee** | * None
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| **Date of next meeting** | * 14 February 2023
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