



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. | | | | | | | |
| **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% |
| **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. |
| **Key concerns** | * Staff resourcing issues continue to impact projects * Resourcing issues across the Trust in general, being backfilled with Bank and Agencies. |
| **Discussions outside the committee** | * None |
| **Date of next meeting** | * 14 February 2023 |