

### CHAIR'S KEY ISSUES

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

**PART A:**

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

	<p>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.</p> <p>With the focus now on delivery, the committee discussed the financial sustainability of the new programmes (noting a dependence on alumni 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.</p> <p><b>Education and Learning Plan</b> – 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.</p> <p>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.</p> <p><b>Mandatory Training</b> – 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.</p> <p><b>Research and Innovation</b> – 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.</p>	<p>BAFXX – Education and Development</p> <p>BAFXX – Education and Development</p> <p>BAF04 - Transformation</p>	<p>Assurance</p> <p>Assurance</p> <p>Approval</p>	
Other Items	<p><b>Equality, Diversity and Inclusion</b> – The committee considered draft 2021/22 Workforce Race Equality and Disability Standards (WRES and WDES) which the Board is required to submit by</p>	<p>BAF02 – Staff Engagement</p>	<p>Information</p>	



**PART B:**

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