

**Trust Board (in Public)**  
**28 November 2024**  
**Agenda Item: 3.8**

Report Title	People Committee – Chair’s report
Author (name and title)	Tim Gilpin, Non-Executive Director/Chair of People Committee Dawn Adams, Associate Director of People Development
Accountable Director	Mandy Wilcock, Director of People
Previous committees/groups	N/A
Recommended action(s)	Assurance/Information
Purpose of the paper	The report provides highlights of the People Committee to provide assurance to the Trust Board.
Recommendation(s)	The Board are asked to note the contents of the report.

**Executive summary (overview of main points)**

The report provides highlights of the People Committee to provide assurance to the Trust Board. The paper aims to update the board on discussions taking place to reduce the risks as set out in the Board Assurance Framework.

Strategic ambition(s) this supports. Provide brief bullet point details of link to Trust strategy.	Our Patients	
	Our People	Invest in developing our people (staff and volunteers), ensuring they have the skills, support and resources they need to deliver high-quality care and services, now and in the future. Ensure our culture is one where our people are listened to, encouraged and enabled to speak up when they have concerns about patient or colleague safety and wellbeing, or when they have suggestions for how the Trust might be better run. Become a great place to work and volunteer, with staff survey engagement and feedback scores above average for the NHS.
	Our Partners	
	Our Planet and Pounds	
Link with the BAF Include reference number. (board and level 2 committees only)		6. Develop and sustain an open and positive workplace culture. 7. Support staff health and well-being effectively. 8. Deliver and sustain improvements in recruitment and retention. 9. Develop and sustain improvements in leadership and staff training and development.

## Highlight Report

**Report from:** People Committee

**Date of the meetings:** 19 November 2024

### Key discussion points at the meetings and matters to be escalated to board:

#### Alert:

None

#### Advise:

None

#### Assure:

#### Meeting of 19 November 2024

The Committee was quorate and:

- Received and noted the risks aligned to the People Committee including 'new' risks relating to Restrictive Interventions/Restraint Practices without training and Commander Training Compliance. Agreed to hold BAF risk Recruitment and Retention (#8) at 10 given impact of retention initiatives in Remote Patient Care not yet realised, acknowledging progress made in recruitment.
- The Committee also noted the increasing Sickness Absence rates, particularly short-term absences and varying departmental trends, where the 24/25 target (6.08%) is not likely to be met. Controlled Drugs compliance to be included in performance framework.
- Received and noted key people themes from the Trust Board Quality Visits. Assurance provided regarding collaborative working with Trade Union colleagues on managing incidents of sexual misconduct and improving sexual safety.
- Received and noted the highlight report from the People & Culture Group.
- Received and noted the People Dashboard metrics and narrative.
- Received and noted the progress on core workforce recruitment, including PTS, with a request for retention to be included in future reports with a specific focus in Remote Patient Care.
- Received and noted the strong progress made on the Health and Wellbeing Plan 24/25 priorities. Assurance was provided regarding flu vaccination uptake including regional data and benchmarking with other Ambulance Trusts.
- Received and noted the progress on the YAS Together culture development programme including the People Promise Exemplar and recommendations from the culture review of Ambulance Trusts. A quarterly culture report to be presented to the Trust Board.
- Received and noted current position of Employee Relations and assurance provided regarding the role of the Professional Standards Panel and the development of a culture dashboard.
- Received and noted issues identified with Student Paramedic pre-employment checks and the steps already taken and preventative measures to be implemented, to give assurance regarding the safeguarding of students on placements in YAS.
- Received and noted the progress of the implementation and use of body worn cameras as a pilot project and plans to increase the usage of BWCs.

<ul style="list-style-type: none"> <li>Received and noted the progress of volunteer development including the reaccreditation of Investing in Volunteers (IiV) with assurance of appropriate safeguarding for our volunteers.</li> </ul>
<p><b><u>Risks discussed:</u></b></p> <p>No new risks identified that are not captured as part of the corporate risk register and BAF. Focused assurance regarding sexual safety and organisational culture.</p>
<p><b><u>New risks identified:</u></b></p> <p>None</p>

**Report completed by:** Tim Gilpin, Non-Executive Director, Chair of People Committee, Dawn Adams, Associate Director of People Development

**Date:** 21 November 2024