

Board of Directors (in Public)
22 May 2025
Agenda Item: 3.8



Report Title	People Committee Chair’s Report		
Author (name and title)	Suzanne Hartshorne, Deputy Director of People Tim Gilpin, Non-Executive Director and Chair of People Committee		
Accountable Director	Mandy Wilcock, Director of People and Organisational Development		
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.		
Executive Summary			
<p>The report provides highlights of the People Committee to provide assurance to the Trust Board.</p> <p>The paper aims to update the board on discussions taking place to reduce the risks set out in the Board Assurance Framework.</p>			
Recommendation(s)		The Board are asked to note the contents of the report.	
Link to Board Assurance Framework Risks (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 meeting: 6 May 2025

Key discussion points at the meetings and matters to be escalated to board:
Alert:
None
Advise:
None
Assure:
<p>6 May 2025</p> <p>The meeting was chaired by Tim Gilpin, Non-Executive Director and was quorate. The Committee:</p> <ul style="list-style-type: none"> Received and noted the risks aligned to the People Committee including the ongoing risk regarding salary sacrifice/salary deductions that result in staff receiving pay under the national living wage. The Committee also discussed a risk relating to the development of workforce policies, an update was given in that some high-risk policies are now being progressed. The Trust sickness absence position was discussed at length, as the risk rating remained the same. The Committee were assured on the plans in place for tackling absence in the coming year. Received and noted the People Directorate highlight report, which sets out the work being progressed towards meeting the Trust people priorities. The Committee noted the good position of staff turnover, reductions in agency and fit and proper person audit. The apprentices end point assessment position was also discussed with assurance received on support being provided. Received and noted the highlight report from the People & Culture Group. Received and noted the YAS Together and People Promise Update. The progress against the key areas of improvement as identified in the People Promise self-assessment were noted. The Committee were pleased with progress against the recommendations as set out in the Culture Review of Ambulance Trusts, recognising the significant journey that remains. Received and noted a report from the Chief Operating Officer (COO) on recruitment and retention trajectory, noting a successful year regarding the recruitment to 999 operations and over delivery of recruitment into NHS111. The significant improvements in turnover rates across call centres as well as the maintenance of low turnover in 999 operations. The Committee were pleased with progress and were assured by the COO update. Received and noted the approved Training plan for 2025-2026 which included the plans for clinical updates as well as statutory and mandatory training. The Committee recognised the volume of work this would have taken to develop and thanked the Associate Director of People Development for this plan. Received and noted the work on an anti-racism campaign that is being led by the Director of Partnerships and Operations (South). The campaign is a pilot which could be rolled out across the Trust if there is a demonstrated positive impact. The Committee praised the Director of Partnerships and Operations for his leadership of a sensitive issue.

- Received and noted the GREATIX report with themes, recognising the volume of compliments received by staff.

Risks discussed:

Risks relating to

- National Living (minimum) wage
- Apprentice's end-point assessments
- Recruitment and retention of mechanics.
- Workforce policy development

New risks identified:

No new risks identified that are not captured as part of the corporate risk register or BAF.

Suzanne Hartshorne
Deputy Director of People
May 2025