



Report Title	People Committee Chairs Report	
Author	Tabitha Arulampalam, Non-Executive Director and Chair of People Committee	
Accountable Director	Mandy Wilcock, Director of People	
Previous committees/groups	N/A	
Recommended action(s) (assurance, approval, information)	Assurance and Information	
Purpose of the paper	The report provides highlights of the People Committee to provide assurance to the Trust Board.	
Executive Summary		
<p>The People Committee took place on the 17 of March 2026 and was quorate. This report presents key issues discussed and actions approved at that meeting to provide assurance to the Trust Board.</p> <p>The committee focused on the following:</p> <ul style="list-style-type: none"> • Strategic risk 7- actions being taken across the YAS to reduce sickness rates. • Approval of several Work Plans and Governance papers for 2026/27. • Review of Business Plan performance for the third quarter for 2025/26. • Presentation and discussion of the National Staff Survey results. • Review of the People Dashboard, noting- <ul style="list-style-type: none"> ○ Improvement in completion rates of appraisals; not yet at target. ○ The potential impact on staff competence as a result of the historic non- compliance of essential learning. 		
Recommendation(s)	The Board are asked to note the contents of the report and the actions being taken.	
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: 17 of March 2026

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

Alert:

The Committee received the results of a deep dive into **non-compliance of statutory and mandatory training**. The results show a 17% non-compliance rate mainly for 'moving and handling' where the Committee was concerned about the knock-on effects to patient safety. The People and Culture Group has assured the Committee that a robust action plan is in place and improvements have been seen in the last quarter. Given the potential risk to patients the Committee has asked the Director for People and OD and the Deputy Chief Executive to address this issue urgently and ensure the Quality Committee receives the appropriate metrics so that any impact on quality can also be understood.

Advise:

National Staff Survey results – YAS had a 66% survey completion rates which is a record number. We are at top or above average in all 9 of the People Promise scores. The result is very good news for YAS. The Committee thanked and congratulated everyone who had contributed to this result. There are some areas that we need to work on; perception of career progression and team cohesion, violence behaviour from the public, and feeling involved in change.

Assure:

Sickness absence rates have improved from 93% to 8.8% however long-term sickness rates are of concern. The recovery plan is well underway; discovery meetings are taking place and will be followed up with targeted support at Station level.

Appraisal compliance rate for the Senior Leadership Community has reached 94.1% (target 100%) and the overall Trust-wide rate was reported as 85.0%. Service lines are focused on achieving the 90% target by the end of March 2026 with strong progress being made. EOC are not likely to achieve the target due to the roll out of the pathways programme.

The Committee approved the following work plans and governance papers:

Health and Wellbeing Plan 2026-27
Equality and Diversity Plan Objectives 2026-27
YAS Together forward plan
People Committee Terms of Reference
People Committee Work Plan 2026-27

Risks discussed:

Impact of non-compliance of mandatory and statutory training.
Financial cost of a modest increase in Employment Tribunal cases.

New risks identified:

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

Report completed by: Tabitha Arulampalam, Committee Chair
Date: 19 March 2026