



Report Title	People Committee Chair's Report
Author (name and title)	Tabitha Arulampalam, 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 and Information
Purpose of the paper	The report provides highlights of the People Committee to provide assurance to the Trust Board.
<b>Executive Summary</b>	
<p>The People Committee took place on the 5 May 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"> <li>• Review of corporate risks including two emerging and potential risks:             <ul style="list-style-type: none"> <li>○ Rising level of Employment Tribunals, and</li> <li>○ Impact of assessment process on external paramedic recruitment.</li> </ul> </li> <li>• Incorporating 'staff voice' as a regular meeting agenda item.</li> <li>• Absence reduction plan.</li> <li>• Progress of the YAS Together Culture Development Programme.</li> <li>• The 2026-27 training plan was discussed and noted.</li> <li>• Strategic Workforce Planning process.</li> <li>• People and Culture Annual Report.</li> <li>• Q4 Business Plan Assurance Report.</li> <li>• Freedom to Speak Up Report.</li> </ul>	
Recommendation(s)	The Trust Board is 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:** 5 May 2026

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

#### Alert:

None

#### Advise:

##### Emerging and potential risks:

There has been an **increase in Employment Tribunals** which has increased costs to YAS and could potentially damage staff trust and morale. Work is being done with partners within YAS to manage the issues that are arising, learning from Trust Legal Team, Hill Dickinson and external partners is also being used to support mitigation of this potential risk. It is being moderated at the Risk and Assurance Group this month.

Potential risk of **insufficient workforce supply** has been identified because of the introduction of a new clinical assessment for external paramedic recruitment. It is showing higher levels of failure (only 48 candidates had progressed successfully against an original requirement of around 150). Further analysis and actions are being taken and will be reported back to the People Committee before a decision is made about the level of risk this may carry.

#### Assure:

**Absence Reduction Plan** – the absence reduction plan that is underway was presented to the committee. Data, QI methods and staff engagement are being used to manage this. Absence has started to improve; it has come down from 8.78% in January to 8.07% but remains above the target of 7.06%. TEG is progressing the delivery of the plan with this being a key focus at the Performance Improvement meetings, the People Committee keeping a watching brief.

**Appraisal compliance rate** – As of the 31 of March the Trusts compliance rate was 88%, just below the target of 90%, however, 999 operations and CEO Directorate are above 90%. The aim is to keep all directorates completing and maintain 90% through the year.

**Staff Voice** – The People Committee had a presentation from a staff member about the way he had implanted the staff survey and lessons he had learnt. The perspective of staff experiences in YAS will become a regular feature at the committee to support the work it does.

**YAS Together Culture Development Programme End of Year Report 2025/26** – YAS Together is the Trusts established framework for delivering the culture change that is required as part of the Trusts Strategy and 'Our People' ambition. The end of year report was presented to the Committee, results from the maturity matrix were discussed, progress acknowledged and priorities for 2026-27 were approved.

**Future deep dives** – it was agreed that the following areas would be looked at in depth during the year:

- **Recruitment and retention.**

- **Staff survey outcomes.**

**Risks discussed:**

Potential risks:

- Increase in Employment Tribunals.
- Paramedic Workforce Supply.

**New risks identified:**

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

Report completed by: Tabitha Arulampalam, Committee Chair

Date: 11 May 2026