

**Board Meeting in Public  
Tuesday, 28 March 2023**

<b>Title of Report</b>	People Committee Report	<b>Agenda No.</b>	3.3.3
<b>Nature of Report</b> (tick one)	<input checked="" type="checkbox"/> Official	<input type="checkbox"/> Official Sensitive	
<b>Author(s)</b>	Brenda Thomas, Interim Deputy Company Secretary		
<b>Lead Executive</b>	Deborah McKenzie, Chief People Officer		
<b>Non-Executive Director Sponsor</b> (if applicable)	Peter Wyman, NHSBT Chair (Interim Chair of People Committee)		
<b>Presented for</b> (tick all that applies)	<input type="checkbox"/> Approval <input checked="" type="checkbox"/> Assurance	<input checked="" type="checkbox"/> Information <input type="checkbox"/> Update	
<b>Purpose of the report and key issues</b>			
This paper summarises discussions at the People Committee meeting held on 7 February 2023. Key issues are outlined in the summary below.			
<b>Previously Considered by</b>			
N/A			
Recommendation	The Board is asked to note the report.		
<b>Risk(s) identified (Link to Board Assurance Framework Risks)</b>			
BAF 07 There is a risk that a lack of capacity, capability and / or flexibility in our workforce, caused by challenges in our attraction, recruitment and retention strategies, prevent us from delivering our strategic priorities or core functions.			
BAF 08 There is a risk that NHSBT lack the skills and capabilities for leaders and managers required in today's NHS to create a high-performing, inclusive environment, and to deliver our strategic priorities.			
<b>Strategic Objective(s) this paper relates to:</b> [Click on all that applies]			
<input type="checkbox"/> Collaborate with partners <input checked="" type="checkbox"/> Invest in people and culture <input type="checkbox"/> Drive innovation <input type="checkbox"/> Modernise our operations <input type="checkbox"/> Grow and diversify our donor base			
<b>Appendices:</b>	None		

## **1. Background**

This report summarises the main items discussed at the People Committee meeting on 7 February 2023. This was a short meeting.

## **2. Our Voice Actions**

The Our Voice action plan was reviewed, looking in particular at the three corporate focus areas of addressing Bullying and Harassment; considering how to improve engagement for colleagues with a declared disability; and considering Pay and Reward initiatives.

A discussion ensued about the importance of the Resolution Framework and its role in addressing concerns early and reduce issues of bullying and harassment. The Committee were keen to understand why the development of the Framework has been delayed and what can be done to implement it in the near future. It was confirmed that a joint working group has been established with Trade Union colleagues to move this forward and funding for two dedicated roles has been agreed.

The Committee welcomed progress made with our Freedom to Speak Up approach and the appointment of more champions. This service also supports faster resolution around behavioural concerns.

## **3. CQC Well Led Action plan**

The Committee considered the CQC Well Led Action Plan, specifically the actions which fall to the People Directorate.

The paper provided was an extract of the full set of recommendations and the Committee asked to see the complete document so they can know which ones are complete and which are still open.

## **4. Annual People Committee Report**

The Committee was presented with its Annual Report for 2021/22. It was agreed this would be shared at the March 23 Board meeting.

It was flagged that the Committee should be presented with the 2022/23 Annual Report much earlier after the end of the financial year.

## **5. Finalisation of BAF risk 7 + Re-articulation of BAF Risk 8**

The Committee had requested at its meeting on 6 December 2022, further discussion on BAF 07 and BAF 08 in six months' time to allow for further engagement.

BAF7 has been thoroughly reviewed for mitigations and agreed to be robust. BAF8 is less mature and work is happening with Directorates in the coming weeks to systematically review it and develop comprehensive mitigations.

These risks will be discussed in detail at the next People Committee meeting.