

Board Meeting in Public Tuesday, 30 September 2025

Title of Report	People Committee Report	Agenda No.	5.2.1
Nature of Report	<input checked="" type="checkbox"/> Official <input type="checkbox"/> Official Sensitive		
Author	Omolola Majolagbe, Corporate Governance Officer		
Lead Executive	Julie Pinder, Chief People Officer		
Non-Executive Director Sponsor	Penny McIntyre, Committee Chair		
Presenter at meeting	Penny McIntyre, Committee Chair		
Presented for	<input type="checkbox"/> Approval <input checked="" type="checkbox"/> Information <input checked="" type="checkbox"/> Assurance <input type="checkbox"/> Update		
Purpose of the report and key issues			
This report is submitted to the Board to draw attention to the main items discussed at the People Committee (PC) held on Wednesday, 13 August 2025.			
Previously Considered by			
N/A			
Recommendation	The Board is asked to note the report.		
Risk(s) identified (Link to Board Assurance Framework Risks)			
Strategic Objective(s) this paper relates to: [Click on all that applies]			
<div style="display: flex; justify-content: space-between;"> Collaborate with partners X Invest in people and culture Drive innovation </div> <div style="display: flex; justify-content: space-between;"> x Modernise our operations Grow and diversify our donor base </div>			
Appendices:	None		

1. Background

This report is submitted to the Board to draw attention to the main items discussed at the People Committee (PC) held on 13 August 2025.

2. Statutory and Mandatory training information

The Committee received update on statutory and mandatory training. The report included response to committee questions on distinction between statutory and mandatory training packages. Compliance data, achievement of the compliance target for the last two years and the plan for mandatory training were noted by the People Committee.

3. NHSBT Workforce Dashboard

The Committee received the NHSBT Workforce Dashboard report. Members attention was drawn to elements linked to 'stay' and 'thrive', in particular, discussion was held regarding employee relations and Freedom to Speak Up (FTSU) cases and committee were asked to note that a deep dive review and specific improvement action plans had been put in place to support this area.

4. People Plan Quarterly Report Q1 2025/26

Committee members noted the report which detailed activity, performance against metrics and key performance indicators (KPIs) across the four pillars of the NHSBT People Plan for the first quarter of 2025/26. Areas highlighted for further focus were, a revision of the metrics and targets relating to 'Our Voice' scores, with a simplified scoring system and improvement in submissions for Job Evaluation and new roles.

5. Apprenticeship and Placement Update

Committee members received a report on Apprenticeships and Placements (A&P) and were advised that placements have grown by 50% since 2022. Apprenticeship completions remain steady, outcomes have improved, and levy spend increased despite a dip in learner numbers due to operational pressures and recruitment preferences to hire more experienced candidates. NHSBT is responding to strategic policy changes, including removal of Level 7 funding by implementing mitigations and engaging Directorates to review workforce plans, consider alternative funding options and ensure strategic alignment to business outcomes.

As a next step, apprenticeship and placement programmes will be embedded into career and professional pathways and annual Directorate workforce planning cycles. In addition, there are plans underway to enhance digital infrastructure, and train managers to better utilise apprenticeships for professional growth.

6. Forward Together Programme Update

The report to the Committee confirmed that implementation of phase two of the Forward Together Programme was progressing well, with a number of projects underway to deliver the vision to build an inclusive organisation where everyone belongs.

Highlights included, the establishment of Programme Board meetings, five (of six) projects mobilised, HR platform requirements are in the process of being finalised, inclusive recruitment recommendations and inclusive learning report shared, and anti-racism awareness events have been held in Manchester, Barnsley, Filton and Liverpool, with further events planned for Birmingham and Colindale. The establishment of a people forum to ensure employee voice was an integral part of driving forward the solutions was also discussed.

7. Flu Vaccination Campaign, Winter 2025/26

Assurance was provided to the Committee with regard to plans for the 2025/26 flu vaccination campaign for staff. Access to seasonal flu vaccinations will be provided for all NHSBT colleagues alongside a communications plan to encourage uptake of the vaccination.

8. Annual Health, Safety & Wellbeing Report

The Committee received the annual health, safety and wellbeing report 2024/25, which demonstrated good progress. Committee members were assured that adequate measures are in place to address all specific safety risks within the organisation. The report is presented to the Board for approval at this meeting.

9. Health Safety and Wellbeing (HSW) Board Level Policy Statement of Intent

The HSW board level policy statement of intent was approved by the Committee. The policy statement is presented to the Board for approval at this meeting.

10. Annual Assurance Report of Fit and Proper Persons Regulations Compliance

The report provided an update on the process, Policy and work undertaken across directorates to fulfil requirements for the period between 1 August 2024 to 31 July 2025. The status of FPPR tests for the period was reported for assurance, noting that no matters were outstanding and no issues of concern had been identified.

REMUNERATION COMMITTEE

11. Pay Committee

The Remuneration Committee met to receive reports from Pay Committee, which summarised the discussions and decisions for the financial year, April 2025 to date.

12. ESM Pay and Bonus Proposals

The Remuneration Committee received details of the ESM pay award proposals covering base salary and non-consolidated performance related payments (NCPRP). The ESM pay award is directed by DHSC and set out in the Arm's Length Bodies Executive and Senior Managers Pay 2025/26 letter received 17th June 2025. The Committee considered how the award would be applied to eligible individuals who are, or have been, in substantive ESM posts during the periods to which the award applies, ensuring that decisions made were within the parameters and guidance set out by DHSC.