

Board Meeting in Public
Tuesday, 24 March 2026

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| Title of Report | People Committee Report | Agenda No. | 4.2.1 |
| 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(s) at the meeting | Penny McIntyre, Committee Chair | | |
| Presented for | <input type="checkbox"/> Approval <input checked="" type="checkbox"/> Assurance | <input checked="" type="checkbox"/> Information <input type="checkbox"/> Update | |
| Is there a plan to communicate this to the organisation? | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Yet to be determined <i>Report will be presented to Public Board in March 2026.</i> |
| 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 held on 5 February 2026. | | | |
| 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: | | | |
| <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 | | | |
| 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 5 February 2026.

2. REPORTS FOR STRATEGY AND PERFORMANCE

NHSBT Workforce Dashboard – Quarter Three

The Committee received the Q3 2025 Workforce Dashboard, noting that the highest volume areas of case management were long-term sickness absence and job evaluation. The Committee noted the planned work to review and seek to improve both. A deep dive on sickness absence is planned for the next meeting of the Committee.

In relation to sexual misconduct cases, of which there had been one reported during the Q3, strengthened oversight arrangements are now in place.

Updates were provided on apprenticeships, including plans to seek to widen access through potential internal exchanges.

The Committee requested clearer visibility of staffing numbers amid expectations on back-office efficiencies.

Leadership development was highlighted as an area requiring greater coherence, stronger foundational management skills and improved succession planning. The Committee noted alignment with national workforce direction and confirmed that strategic workforce planning will be brought to the Committee's next meeting in May.

People Plan Quarterly Report Q3 2025/26

The Committee received assurance on actions that were underway to address areas within the People Plan that were currently off track as the 2025–26 cycle concludes. Of the four amber items, only the demand-planning work on forecasting change and transformation activity is expected to conclude. The remaining items will carry forward into next year with revised timelines. The 2026-27 plan will be presented to the next meeting of the Committee.

3. REPORTS FOR ASSURANCE

Forward Together Programme Update

The Committee received an update on the second phase of work to address systemic organisational factors affecting inclusion and people experience. Six workstreams have been active this year, including policy updates and improvements to case management. Two major workstreams are proposed to continue next year, subject to funding, one of which is further development of the HR ServiceNow platform, which sits within NHSBT's wider digital and data strategy. Phase one, licensing and a lift-and-shift of the current system, has been completed, however significant benefits could be achieved from phase two, which focuses on process redesign, improved manager experience and reshaping the HR operating model.

The Committee noted that Phase 1 of the programme had been shortlisted for the Government Project Delivery Awards in the Inclusion category, with results expected in March.

Employer Relations Strategy

The Committee reviewed the Employer Relations Strategy, which outlined the current partnership landscape between NHSBT and its recognised trade unions, along with the associated risks. Members agreed that the next priority is to define the organisation's long-term operating landscape and use this as the basis for regular, structured engagement with trade unions as NHSBT's transformation programme progresses.

4. FOR APPROVAL

The following were received and approved by the People Committee

Sexual safety in healthcare - Organisational Charter

The Committee reviewed NHSBT's Sexual Safety in Healthcare Charter as part of its decision to become a signatory. This commitment reinforces NHSBT's zero-tolerance stance on unwanted, inappropriate, or harmful sexual behaviours in the workplace. Developed by NHS England with national partners, the Charter aligns closely with NHSBT's values and provides clear assurance of the organisation's continued focus on maintaining a safe, respectful environment for all colleagues. The Committee agreed that signing up to the Charter should be recommended to the Board.

Fit and Proper Persons Regulations Policy – reconfirmation

The Committee reviewed and agreed that no amendment is required to the Fit and Proper Persons (FPP) Policy at this time as it remains fit for purpose.

Policy for Nominating Individuals for King's Honours

The Committee received and approved the Policy/process for nominating individuals for the King's Honours. An annual assurance report of the application of the policy will be received moving forward.

5. FOR INFORMATION

Executive Appointments – Chief Medical Officer

The Committee received an update on the recruitment of a new Chief Medical Officer's. Longlisting and shortlisting will take place ahead of interviews planned for March 2026.

6. REMUNERATION COMMITTEE

The Remuneration Committee received an update from the Pay Committee, in relation to the two meetings held since the last People Committee meeting. The Committee received assurance from the report and discussed matters of strategic importance.

7. ITEMS ESCALATED TO BOARD/OTHER COMMITTEE

- Proposal to discuss within March Board Seminar Strategy session the importance of linking strategic and operational change to form a consolidated view of potential people impacts and allow strategic management of such, avoiding management in silos.
- Recommendation to the Board to adopt and sign the Sexual Safety in Health Care Charter reinforcing NHSBT's ongoing commitment to ensuring a safe and supportive working environment for all staff.