

**Trust Board Paper F10**

<b>Meeting title:</b>	Public Trust Board					
<b>Date of the meeting:</b>	25.09.25					
<b>Title:</b>	<b>Escalation Report from the People and Culture Committee (PCC): 25<sup>th</sup> September 2025</b>					
<b>Report presented by:</b>	Prof Ivan Browne, OBE – PCC Non-Executive Director (Chair)					
<b>Report written by:</b>	Ninakshi Patel – Corporate and Committee Services Officer					
<b>Action – this paper is for:</b>	Decision/Approval	x	Assurance	x	Update	
<b>Where this report has been discussed previously</b>	None.					

**To your knowledge, does the report provide assurance or mitigate any significant risks? If yes, please detail which**

Yes. BAF risks within the remit of PCC:  
Risk 10: Failure to recruit retain and transform the workforce.

**Impact assessment**

N/A

Acronyms used:  
PCC – People and Culture Committee

**1. Purpose of the Report**

To provide assurance to the Trust Board on the work of the Trust's People and Culture Committee (PCC) and escalate any issues as required.

**2. Recommendations**

To note the report and approve any recommended items contained therein.

**3. Summary**

The following items from the PCC meeting of 25<sup>th</sup> September 2025 are summarised below.

**3.1 Recommended Items -**

**3.2 Annual Organisational Audit and Board Report**

Mr D Barnes, Deputy Medical Director, presented paper H and updated the Committee on the statutory functions of the Responsible Officer. The Committee received the report, noted its content, and acknowledged that it would be shared with the Tier 2 Responsible Officer at NHS England. Progress made against the actions from the previous report was also noted. Furthermore, the Board noted that the Statement of Compliance and confirmed that the Trust, as a Designated Body, was compliant with the Responsible Officer regulations, and that the Chief Executive would sign the statement on behalf of the Trust following the Trust Board meeting.

*The Annual Organisation Audit and Board Report is recommended to the Trust Board for approval, and features as a standalone item on that agenda.*

### **3.3 Consideration of the BAF Risks in the remit of the People and Culture Committee**

#### **Board Assurance Framework – Risk 10**

The Committee received the latest iteration of the BAF relevant to its remit.

The PCC Non-Executive Director Chair was assured on the contents of the report.

### **3.4 Discussed Items**

#### **3.4.1 Chief People Officer Update**

The Chief People Officer presented an overview of the national, regional and local People priorities and work in progress. Comprehensive updates and supporting detail were set out in the full report.

The PCC Non-Executive Director Chair was assured on the contents of the report.

#### **3.4.2 Employee Relations Case Work Report**

Ms T Larder, Head of People Services presented paper E. The Paper provided assurance on the management and oversight of formal employee (ER) casework.

The PCC Non-Executive Director Chair was assured on the contents of the report.

#### **3.4.3 NHS Staff Survey 2025**

Mr D. DelGreco, People Lead for Experience and Engagement, presented Paper F and provided an update on the delivery plan for communications and the staff survey.

The PCC Non-Executive Director Chair was assured on the information presented and noted the position mentioned within the report.

#### **3.4.4 Health and Well- Being Update**

The Chief People Officer presented paper G on the Health and Well-being update. She provided a brief update on the Winter Plan, Flu Programme 2025-26, Menopause Support Service for Colleagues and the Amica Quarter 1 Update.

The PCC Non-Executive Director Chair was assured on the progressed plans with the programmes mentioned within the report.

#### **4. DEEP DIVE: Medical Workforce**

Mr D Barnes, Deputy Medical Director, presented a deep dive on the UHL Medical Workforce. The PCC Committee received the update on the current Medical Workforce position, noted the progress made across multiple workstreams, and acknowledged the remaining work to be done along with the associated risks and benefits

The PCC Non-Executive Director Chair was assured on the information presented and noted the position mentioned within the report.

#### **5. Items for Noting – None**

#### **6. Date of Next Meeting – Thursday 23<sup>rd</sup> October 2025**