

UHL/UHN Boards in Common Paper F12

Meeting title:	Boards of Directors of Kettering General Hospital NHS Foundation Trust (KGH), Northampton General Hospital NHS Trust (NGH) (University Hospitals of Northamptonshire NHS Group - UHN) and the University Hospitals of Leicester NHS Trust (UHL) Meeting together (Public)				
Date of the meeting:	9 th April 2026				
Title:	Escalation Report from the People and Culture Committee (PCC): 26th March 2026				
Report presented by:	Professor Ivan Browne, OBE – PCC Non-Executive Director (Chair)				
Report written by:	Ninakshi Patel – Corporate and Committee Services Officer				
Action – this paper is for:	Decision/Approval		Assurance	x	Update
Which Group Priorities does this link to	Transform patient care		Strengthen our culture	x	Deliver our financial plan
Where this report has been discussed previously	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

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.

UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST AND UNIVERSITY HOSPITALS OF NORTHAMPTONSHIRE GROUP

BOARD OF DIRECTORS 9 APRIL 2026

3. Summary

The following items from the PCC meeting of 26th March 2026 are summarised below.

3.1 Recommended Items- none

3.2 Discussed Items

3.2.1 **Consideration of the BAF Risks in the remit of the People and Culture Committee: BAF 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.

3.2.2 **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. As part of the Chief People Officer update, the Committee noted that the Trust's Gender Pay Gap report had been submitted in line with statutory requirements.

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

3.2.3 **National Staff Survey**

Ms Z Marsh, Deputy Chief People Officer provided an update on the delivery plan for communications and staff engagement around the results from the 2025 NHS Staff Survey (NSS). The PCC Non-Executive Director Chair was assured on the report presented.

3.2.4 **NHS Management and Leadership Framework (MALD)**

Ms T Francis, Head of Organisational Development, Culture & Talent presented the report and provided assurance through a high-level overview on what the NHS Management and Leadership Framework is, the key national timelines for implementation and the actions already taken by the Trust to prepare for and embed the framework. The PCC Non-Executive Director Chair was assured on the report presented.

3.2.5 Annual Plan and Workforce Change Programmes

The committee noted the report, and a further update scheduled to be presented at the next meeting.

3.2.6 Health and Wellbeing Update – Colleague Flu Vaccination

Ms L Kasatkin, Head of Health and Wellbeing provided an update and highlighted to the committee the overall improvements in colleague vaccinations rates and the program of work that had commenced to plan for 2026/27 colleague vaccination program.

4. Items for Noting

- None

5. Date of Next Meeting – Thursday 30th May 2026