

COMMITTEE ALERT, ADVICE, ASSURANCE REPORT TO BOARD

Committee:	People Committee
Meeting Date:	19th July 2021
Chair/Report Author:	Anne Corkill

KEY ITEMS DISCUSSED AT THE MEETING

- 1. Staff story – A manager reported on her experience with setting up the vaccination hub in Douglas. She explained how well people came together when needed and worked above and beyond their remit.**
- 2. The People Dashboard (draft version) was supplied for the committee to review and provide feedback. It was agreed that this was a good first draft. There was discussion of the equality, diversity and inclusion agenda and how this could be supported by metrics and the senior management team. It was noted that the dashboard is very dependent on the data input and systems to gather data required refinement. Some of the data collected (for example in respect of EDI) is not mandatory for people to complete. The number of people leaving their jobs within a short time of recruitment was of concern, although it was noted this included limited term appointments.**
- 3. Mandatory training was discussed and it was agreed that there was a need to ensure mandatory training was being undertaken in all care groups.**
- 4. A communication update was provided and it was reported that a resource proposal had been submitted to the Business Case Review Group (BCRG) in June to establish a Communications Team - this has now been agreed by the BCRG. It was also reported that Manx Care were celebrating 100 days of existence with various activities focused on celebrating successes in that time but equally being transparent about its challenges and any work that has not been achieved as a result of the impact of Covid-19. A briefing toolkit was issued to all Care Group Leads containing summary key messages from senior leaders which will help them to cascade relevant information to People Leaders across their Care Groups.**
- 5. Workforce and Culture was discussed, this project was keeping on track. It was also reported that people around the organisation were welcoming what Workforce and Culture were doing.**
- 6. “Team of the month” – this was brought to the Committee by the Workforce and Culture. A recognition programme had been in place in Hospitals and was suspended in the first wave of COVID-19 in 2020 and has not recommenced. It is intended that this new recognition programme seeks to include all areas of Manx Care. The Committee agreed that financial support would be sought for this recognition programme through sponsorship.**
- 7. Have your say survey results have been analysed showing some key themes. A final action plan will be shared with the Committee at the next meeting.**

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TO ALERT (Alert the Board to areas of non-compliance or urgent matters or new risks or issues that need to be escalated to DHSC or other IoM departments)

Issue	Committee concern	Action required	Timescale

ASSURE (Detail here any areas of assurance that the Committee has received)

Issue	Assurance Received	Action	Timescale
Workforce and culture change progress	Regular reports to meeting	Standing item on agenda	3 years
Workforce metrics	First draft of HR dashboard received	Standing item on agenda. Ongoing refinement of data and presentation of information	ongoing

The following existing risks were identified during the meeting: (if none please state "none")	Risk:	CRR/BAF N°:	Risk Score: L x C =
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