

COMMITTEE ALERT, ADVICE, ASSURANCE REPORT TO BOARD

Committee:	PEOPLE COMMITTEE
Meeting Date:	13 Sept 2021
Chair/Report Author:	Sarah Pinch

**KEY ITEMS DISCUSSED AT THE MEETING**

Proposals for a staff recognition scheme were considered and it was agreed that this should be progressed, noting that it may require some refinement in future.

The Manx Care July HR Dashboard was received. The Committee welcomed the information on HR metrics and noted that some of the data needed to be refined in particular vacancy figures as a significant number of vacancies have not been actively recruited to for some time. It was noted that comparative data from the UK NHS used for the purpose of benchmarking as it reports on a different data set (for example timeframe, reasons for absence and staff groups). Time to hire was noted to show significant variance; during June a number of bank roles were prioritised for recruitment at the request of Manx Care to support the Covid response. 18 hard to recruit roles were advertised in JUNE 2021 with an average of 6.28 applicants, this was an increase in both the number of jobs and average number of candidates in May.

A workforce and culture update was also received for work done in August. It was noted that a methodology for workforce modelling was in development and a number of staff engagement actions had taken place including work with Laundry Services and Theatres and feedback to Care group leads on the results of staff surveys.

A verbal update was given on the Flu Fighter Strategy and the Committee were content that this was being appropriately actioned.

The minutes of Manx Pay Terms and Conditions (MPTC) Pay Joint Negotiating Committee, MPTC Joint Consultative Committee and Medical and Dental Joint negotiating and Consultative Committee were noted.

**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
None			

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

Issue	Assurance Received	Action	Timescale

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