

COMMITTEE ALERT, ADVICE, ASSURANCE REPORT TO BOARD

Committee:	PEOPLE COMMITTEE
Meeting Date:	8 November 2021
Chair/Report Author:	Sarah Pinch

KEY ITEMS DISCUSSED AT THE MEETING

It had been disappointing that many executive colleagues had been unable to attend the meeting and, as a result, many of the open actions would be carried forward to the next meeting. The suggestion was to consider the appointment of deputies going forward to represent each executive director if they were unable to attend.

The main discussion items were the ongoing challenges with recruitment, actions being taken to retain existing staff and the intelligence that could be obtained from exit interviews. The lack of engagement of staff, which was evidenced by the low level of response to recent staff surveys, was a concern and the creation of an 'ideas' scheme to improve engagement was considered.

The main areas of concern were pay negotiations and a policy on mandatory employee vaccination. Both matters are listed below for escalation to the Board.

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
Pay Negotiations	Manx Care is continuing to explore potential ways to offer an additional uplift to staff. It is recognised that there is potential for an award that staff see as inadequate to decrease engagement and impact on discretionary effort and increasing the difficulties in stabilising staff noted above	The board is requested to discuss the matter	23 November 2021

Policy on mandatory MxC staff vaccinations.	It was likely that the UK would introduce mandatory covid-19 vaccinations for all NHS staff. Currently MxC do not have a policy on mandatory vaccination.	The board is requested to discuss the matter and form a view as to whether mandatory vaccination should be supported or otherwise.	23 November 2021
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ASSURE (Detail here any areas of assurance that the Committee has received)

Issue	Assurance Received	Action	Timescale
Staff Engagement	The WF&C team were making efforts to enable employees to participate in surveys by going out to various sites, setting up stalls in public areas and supplying IPad's for employees to use. All these actions would facilitate participation which in turn would improve engagement.	A plan to further improve engagement levels would be presented to the January meeting.	10 January 2022
Staff Wellbeing	The strategies to improve staff wellbeing were outlined.	A two year wellbeing strategy would be devised.	
Staff Story	A story was presented which contained both positive and negative aspects. The author expressed her pride at working for MxC and the comradery she had experienced during the pandemic. It was noted that the comradery had not extended past the pandemic which was a disappointment. There was also dissatisfaction with the progress of the Transformation programme.	SP to write to the author to thank her for her contribution. The implementation of an 'ideas' scheme to be considered by ELT.	ASAP 10 January 2022
Sickness Absence	Sickness absence figures remained stable and long term sickness absence was improving.		
Award Scheme	Six nominations had been received to date. Funding had also been applied for an end of year event in 2022.	The Committee would decide on the winner during w/c 22 November.	

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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