

## Northern Health and Social Care Trust Feedback Report to Trust Board

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|--------------------------|------------------------------------------------------------------------------------------------------------|
| <b>Report from:</b>      | TeamNORTH People & Culture Committee                                                                       |
| <b>Author of Report:</b> | Jacqui Reid, Executive Director of HR, OD & Corporate Communications<br>Janet Gray, Non-Executive Director |
| <b>Lead Director:</b>    | Jacqui Reid, Executive Director of HR, OD & Corporate Communications                                       |
| <b>Presented By:</b>     | Jacqui Reid, Executive Director of HR, OD & Corporate Communications                                       |
| <b>Date of Meeting:</b>  | 27 <sup>th</sup> March 2025                                                                                |

### Purpose

The purpose of this report is to provide a summary of the business undertaken by the TeamNORTH People & Culture Committee and to offer the views of and the advice of the Committee to Trust Board.

### Strategic Objectives (select)

|                                                              |                                                             |                                                     |                                                                         |                                                                                         |
|--------------------------------------------------------------|-------------------------------------------------------------|-----------------------------------------------------|-------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| <i><b>Build Northern Partnerships and Integrate Care</b></i> | <i><b>Continue to improve Outcomes &amp; Experience</b></i> | <i><b>Deliver value by optimising Resources</b></i> | <i><b>Nurture our people, enable our talent and build our Teams</b></i> | <i><b>Improve population Health and address health and social care inequalities</b></i> |
|                                                              |                                                             |                                                     | X                                                                       |                                                                                         |

### Summary of Committee Business

A copy of the draft minutes of the Committee are enclosed. The final minutes will be tabled for noting at a future Trust Board after approval by the Committee.



DRAFT P&C  
Committee Minutes

**Terms of Reference** was discussed and agreed, see enclosed.



2.0 ToR -  
TeamNORTH People

**People and Culture Plan – Recognition & Retention.** Events for Bands 2-7 took place on 25<sup>th</sup> February and 11<sup>th</sup> March.

**Regional ‘Being Open’ Framework Consultation** - Committee members discussed the questions and hurdles in creating an OJLC in the Trust and that the trust would submit an organisational response.

**Nosocomial Infection Support Cell provided to Assurance Committee** – Recommendation for OD Team to develop a programme for staff that focuses on a no blame but questioning culture. Noted the NUTURE programme based on embedding OJL culture for new starts. Currently less than 30% of new staff to the Trust have attended a TeamNORTH welcome meeting during their first 3 months of employment.

**Enabling Safe Quality Midwifery Services and Care in Northern Ireland – Professor Renfrew Report**  
Discussed the regional investigation into maternity services which took place after death of baby in a freestanding MW led unit. Conference on 25<sup>th</sup> March to discuss how the HSC is going to take the recommendations forward.

## Reports Approved by the Committee

### Nursing and Midwifery Workforce – Report on Revalidation, Regulation etc.



Nursing & Midwifery Workforce

**AHP's- How Advanced Practice is being progressed in NHSC, and details programmes commissioned for 2024/2025 through the Regional AHP ECG.**



20241128\_AHP\_Report\_Apr\_23-Mar\_24 -

## Items for Escalation to Trust Board

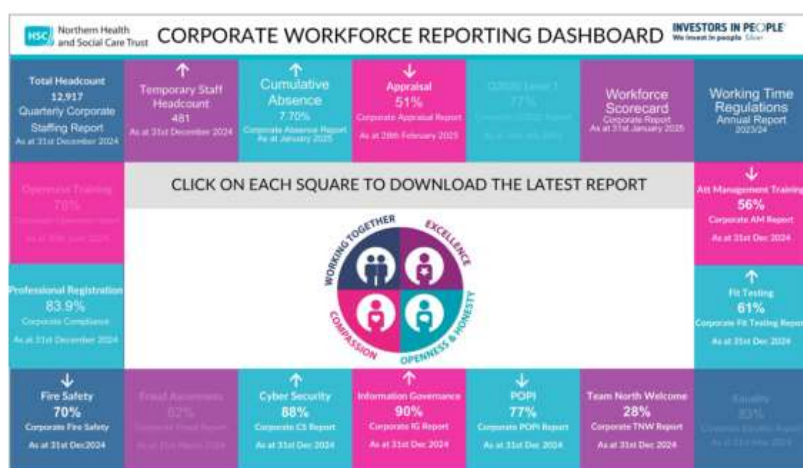
**Medical Education and Resident Doctors** Medical Students: full cohort of two medical schools in place now. Resource remains an issue despite the SUMDE funding wrt accommodation (living, classroom and clinical/wards) and supervision roles.

GMC Enhanced Monitoring: AAH Surgery remains under GMC Enhanced Monitoring.

Resident Doctors: increasing numbers require increasing numbers of Named Supervisors, job planned and supported resulting in a gap in our infrastructure to support practice based learning for students.

**Allied Health Professions ( includes Dietetics/OT/Orthoptists/ Physio/ Podiatrists/SLT/ Radiographers and Paramedic Practice Education** Gap in infrastructure to support practice based learning for students - there is currently a gap in infrastructure to provide good governance, quality monitoring and risk management required to support the provision of practice based learning to AHP students in NHSC

## Workforce Hygiene Data



Corporate report - 1

Corporate Dashboard <https://view.pagetiger.com/gpgevs/1>