

Northern Health and Social Care Trust
Feedback Report to Trust Board

Report from:	TeamNORTH People & Culture Committee
Author of Report:	Jacqui Reid, Executive Director of HR, OD & Corporate Communications
Lead Director:	Paul Turley, Non-Executive Director, Trust Board
Presented By:	Jacqui Reid & Paul Turley
Date of Meeting:	28 th August 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>Build Northern Partnerships and Integrate Care</i>	<i>Continue to improve Outcomes & Experience</i>	<i>Deliver value by optimising Resources</i>	<i>Nurture our people, enable our talent and build our Teams</i>	<i>Improve population Health and address health and social care inequalities</i>
			X	

Summary of Committee Business

A copy of the draft minutes of the Committee are enclosed.



DRAFT P&C
Committee Minutes

The final minutes of February's meeting are attached for noting.



P&C Committee
Minutes 28052025.p

Revised Terms of Reference are enclosed.



3.0 ToR -
TeamNORTH People

Recognition Plan



4.0 Recognition
and appreciation 20

Reports Approved by the Committee

Allied Health Professionals



7.0 Feedback
Report Template -A-

Items for Escalation to Trust Board

HR Workforce Governance

Fake References

PaLS became aware of a potential issue in relation to 'fake references' issue at the beginning of June. After investigation an issue was identified in respect of multiple references. Action Fraud were contacted along with the PSNI and this information was relayed to PaLS by Belfast Trust. PaLS asked all agencies on the three frameworks to review their pre-employment checks process and provide an assurance to PaLS in respect of their processes. An early alert was submitted to the Chief Nursing Officer at the Department.

Regional bank office leads agreed all Trusts would pause onboarding for any new agency workers, registered and unregistered. Trust contract teams were made aware of this issue so that they could highlight this with wider third-party providers. Managers have been reminded of the due diligence required to ensure identity checks are carried out when agency workers arrive on duty as noted in the Nurse Bank Guidance and Obtaining Additional Staff Policy.

Two notifications of Industrial Action received from BMA and RCN



BMA

Notification.pdf



RCN.pdf

IG Breaches Broadcast Announcement from CEX



Chief Executive
reminds staff about

Investors in People Key Timelines



iip.pdf

Allied Health Professionals

There is a gap in infrastructure to support practice- based learning for students This gap is noted on the Corporate Risk Register. The Minister for Health announced a 25% increase in the number of undergraduate AHP students at UU from September 2025. (An increase to 505 students in first year from 405 last year) While welcomed, unless there is a funded infrastructure to support the practice-based learning in trusts there will be increased pressure on AHP teams. The risks are to quality of PBL impacting future readiness of local workforce. Also risks to the current workforce who support students without any supportive infrastructure. Service delivery is impacted with fewer patient contacts when supporting student learning.

Corporate Workforce Dashboard

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