



Report to:	Humber & North Yorkshire Integrated Care Board
Date of Meeting:	10 May 2023
Subject:	People Update May 2023
Director Sponsor:	Jayne Adamson – Executive Director for People
Author:	Jayne Adamson – Executive Director for People

STATUS OF THE REPORT: *(Please click on the appropriate box)*

Approve Discuss Assurance Information A Regulatory Requirement

SUMMARY OF REPORT:

This item provides an update on the progress of People related transformation to date and an outline of the priorities identified by system partners for collaborative work in 2023/24 including via a summit event held on 26th April 2023. It also includes an update from the last Workforce Board meeting.

RECOMMENDATIONS:
Members are asked to:

- i) Note the progress and achievements of the first phase of our People strategy implementation: 180 Days of Action on Workforce
- ii) Approve the People transformation programme structure set out by partners for 2023/24
- iii) Note the contents of the Workforce Board update.

ICB STRATEGIC OBJECTIVE <i>(please click on the boxes of the relevant strategic objective(s))</i>	
Realising our vision	<input checked="" type="checkbox"/>
Improving outcomes in population health and healthcare	<input checked="" type="checkbox"/>
Supporting broader social and economic development	<input checked="" type="checkbox"/>
Tackling inequalities in outcomes experience and access	<input checked="" type="checkbox"/>
Delivering our operational plan 2022/23	<input checked="" type="checkbox"/>
Developing our ICS	<input checked="" type="checkbox"/>

IMPLICATIONS



Finance	Temporary finance is in place to continue facilitation and support to the collaborative People transformation programme in 2023/24, although this is at risk in 2024/25 and beyond
Quality	The quality of services relies significantly on the availability, competence and commitment of our workforce. Creating improvements in workforce attraction and retention is a key focus of the work highlighted in this report.
HR	There are HR related benefits arising from the work across the whole system and within the ICB organisation.
Legal / Regulatory	The ICB is statutorily committed to fulfilling the 10 outcomes assigned to People functions. The work highlighted in this report is the activity that will enable this.
Data Protection / IG	None
Health inequality / equality	Widening participation in our workforce and improving the experience of colleagues whilst at work are areas of focus in the work highlighted in this report. Inclusive careers is an area proposed to feature in next year's programme.
Conflict of Interest Aspects	None
Sustainability	None

ASSESSED RISK:

The system workforce risk register held and monitored by the Workforce Board identifies the key risks associated with the People agenda and identifies mitigations, which include the work proposed in our 2023/24 People transformation programme. Risks identified can be categorised as related to: finances; capacity; integration and engagement; recruitment; and retention. The full risk register can be shared if required.

MONITORING AND ASSURANCE:

The Workforce Board is responsible for the ongoing delivery of the People transformation programme, responding to the five-year People strategy. Regular reports will be brought to the ICB Board.

ENGAGEMENT

Continued engagement with Workforce Board Members and key stakeholders across Humber and North Yorkshire to implement the People and Workforce Strategy.

REPORT EXEMPT FROM PUBLIC DISCLOSURE

No Yes

If yes, please detail the specific grounds for exemption