

**Board of Directors Meeting in Public**

<b>Subject:</b>	People, Culture and Improvement Committee Report of the Committee		<b>Date: 1<sup>st</sup> April 2021</b>	
<b>Prepared By:</b>	Robert Simcox: Deputy Director of HR			
<b>Approved By:</b>	Manjeet Gill: Non-Executive Director and Committee Chair			
<b>Presented By:</b>	Manjeet Gill: Non-Executive Director and Committee Chair			
<b>Purpose</b>				
To provide a summary of the key discussion areas and decisions taken at the People, Organisational Development and Culture Committee held on 25 <sup>th</sup> March 2021			<b>Decision</b>	
			<b>Approval</b>	
			<b>Assurance</b>	<b>x</b>
			<b>Consider</b>	
<b>Strategic Objectives</b>				
<b>To provide outstanding care to our patients</b>	<b>To support each other to do a great job</b>	<b>To inspire excellence</b>	<b>To get the most from our resources</b>	<b>To play a leading role in transforming health and care services</b>
<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>	<b>x</b>
<b>Overall Level of Assurance</b>				
	<b>Significant</b>	<b>Sufficient</b>	<b>Limited</b>	<b>None</b>
		<b>x</b>		
<b>Risks/Issues</b>				
<b>Financial</b>	Improving productivity and workforce utilisation and impact			
<b>Patient Impact</b>	Maintain safe staffing levels and a good patient experience			
<b>Staff Impact</b>	Improve working lives			
<b>Services</b>	Staffing levels impact service and bed availability			
<b>Reputational</b>	SFH recommended as a great place to work			
<b>Committees/groups where this item has been presented before</b>				
None				
<b>Executive Summary</b>				
<p>The most recent People, OD and Culture Committee took place on 25<sup>th</sup> March 2021. The Committee was chaired by Manjeet Gill, Non-Executive Director.</p> <p>The majority of the meeting had a <b>dedicated focus regarding the Trusts most recent NHS Staff Survey</b>, which was <b>underpinned through a workshop approach</b>.</p> <p>The Committee acknowledged that the <b>2020 results were outstanding</b>, however the Committee recognised that <b>further work focused was required</b>. Areas of focus that featured during the discussion, what will be developed further across 2021/22 included:</p> <ul style="list-style-type: none"> <li>Continued focused regarding the violence and aggression agenda, building upon the work undertaken across 2020/21</li> <li>Further engagement with the Trusts established staff networks to understand variations in work experiences at the Trust</li> <li>Target engagement with colleagues under 21 and over 66 to also understand further variations in work experiences at the Trust</li> </ul>				

The first assurance item presented to the Committee was regarding the **People and Inclusion agenda**. The COVID pandemic created severe pressures across the Trust and entering the second surge has put additional pressure on the Trust resources. **COVID absences are showing a decrease trend of staff loss**, and this following the national and local pictures. The paper identified **87.4% of front line staff** has received their **flu vaccine, the highest ever achieved**. Information was shared relating to the roll out of **Lateral Flow Testing** across the Trust to support the testing of asymptomatic staff. The Trust has distributed **8,173 tests** to staff with a **positivity rate of 0.4%**.

The Committee was also in receipt of assurance regarding Sharing good practice to improve our people practices following a letter from NHS Chief People Officer, and how the Committee felt the Trust has made some significant improvement to ensure fair, honest processes

The paper also offered assurance regarding the number of colleagues who have received a COVID vaccination **87% of substantive staff and 81% of all Staff (inc Bank)**. The Committee received assurance regarding the on-going work related to the people and inclusion agenda.

The next assurance item was presented regarding the **culture and improvement agenda**. Work has been undertaken to improve the performance metrics following the second pandemic surge. As a result of this our **performance metrics were under the Trust targets, and fluctuated**. However, these remained at a fairly high level, with Mandatory Training recorded 89.0% and Appraisal compliance at 88.8%. The **Welfare and Wellbeing Road shows have also continued at pace**, that was underpinned by number local programmes to support colleagues through the challenges of a second pandemic surge.

A further assurance report was provided capturing the Trusts progress to the **NHS People Plan**. The update evidenced that all actions were on track (amber) or had been completed. The Committee acknowledged **the progress that had been made against these actions under the backdrop of a global pandemic**. The Committee received assurance from this and supported the opportunity for the April Committee to spend time shaping the People Culture and Improvement Strategy for 2021/22.

A discussion capturing the Trusts approach to **Continuous Improvement**, which continues to be a **multi-professional approach** that is underpinned by on-going opportunities to strengthen the culture at the Trust associated with improvement principals. The Committee received assurance from this discussion and noting how importance this approach is to ensuring the Trust recovery approach.

A final assurance report was provided regarding the **Equality, Diversity and Inclusion agenda**, which include assurance around the revision of a strategy and the approach to inform 2021/22 work plan. The Committee also received **assurance regarding the trust submission under the Gender Pay Gap reporting**, along with noting the progress undertaking on support improvement from last years submission.

The Committee also captured a number of core business assurance items that included a review of the **Board Assurance Framework (BAF)** that recognised the risk score for

critical shortage for workforce capacity and capability has been updated due the impact of the COVID-19 pandemic recently reducing as the demand of the service has start to recover to a more normal state, along with acknowledging recent achievements such as the HSJ Acute Trust of the Year Award, and noticeable successes with the NHS Staff Survey

The Committee reviewed the **PR3 BAF** and **recommended that the risk level would be reduced to a level 16.**

### **Recommendation**

The Trust Board are **recommended to take assurance** regarding the activities and discussions points covered at the March 2021 People, Culture and Improvement Committee, **linked with aspects of People, Culture and Improvement.**

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