

## Board of Directors Meeting in Public

<b>Subject:</b>	People, Culture, and Improvement Committee Annual Report	<b>Date: 5<sup>th</sup> May 2022</b>		
<b>Prepared By:</b>	Rob Simcox, Deputy Director of HR			
<b>Approved By:</b>	Manjeet Gill, Non-Executive Director (Chair of People Culture and Improvement Committee)			
<b>Presented By:</b>	Manjeet Gill, Non-Executive Director (Chair of People Culture and Improvement Committee)			
<b>Purpose</b>				
To provide assurance the People, Culture & Improvement Committee is performing its responsibilities as set out within its Terms of Reference and a summary of activities performed across 2021			<b>Approval</b>	
			<b>Assurance</b>	
			<b>Update</b>	
			<b>Consider</b>	
<b>Strategic Objectives</b>				
<b>To provide outstanding care</b>	<b>To promote and support health and wellbeing</b>	<b>To maximise the potential of our workforce</b>	<b>To continuously learn and improve</b>	<b>To achieve better value</b>
x	x	x	x	x
<b>Overall Level of Assurance</b>				
	<b>Significant</b>	<b>Sufficient</b>	<b>Limited</b>	<b>None</b>
		x		
<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>				
Item present and approved at the January People, Culture & Improvement Committee				
<b>Executive Summary</b>				
This report provides a summary of People, Culture & Improvement Committee activities and assurance that the Committee has carried out its obligations in accordance with its terms of reference and work programme for the 2021 calendar year.				