

People, Culture & Improvement Committee Chair’s Highlight Report to Trust Board

Subject:	People, Culture & Improvement Committee Highlight Report	Date: 4 th August 2022
Prepared By:	Manjeet Gill, Non-Executive Director	
Approved By:	Shirley Higginbotham, Director of Corporate Affairs	
Presented By:	Manjeet Gill, Non-Executive Director	
Purpose		
	Assurance	

Matters of Concern or Key Risks to Escalate	Major Actions Commissioned / Work Underway
<p>Areas such as staff absence, mandatory training, appraisals and wellbeing continue to be key concerns and risks and a key part of the Committees focus.</p> <p>Following a review of PR3 and PR4 risks in the Board assurance framework, Committee decided to keep the same risk level and were assured they have greater visibility on some of the workforce capacity issues as a result of the work force planning analysis.</p> <p>Two areas of potential risks on the horizon are industrial action and impact of pensions.</p> <p>The Strategic Workforce Plan ongoing development shared the analysis by types of staff and divisions. The trajectory of staff leaving the Trust, versus staff recruited was projected as negative in most service areas, which informs the mitigations proposed and being taken. Further work is taking place with services on detailed actions to mitigate against, these future scenarios.</p>	<p>The People Culture and Improvement Strategy implementation will include further ongoing development of its measurable outcomes in areas such as rates of staff turnover and specific targets where protected characteristics show negative variations to the Trust wide outcome.</p> <p>The next Committee workshop will seek to develop a collective understanding and agreement on how assurance is given on measuring impact of strategy work.</p> <p>Estates scorecard requested to establish assurance on management of people in the service and by partner teams such as Medirest. This to be aligned with the PCI strategy metrics scorecard and presented to a future committee.</p> <p>The Equality Diversity and Inclusion strategy and work will receive regular updates to the committee.</p> <p>Leadership Development and Talent Management approach to incorporate medics and make greater links to EDI agenda.</p> <p>Further development of agency spend and controls in place to reduce</p>

	<p>agency usage, this work to be taken through the Medical and Nursing Taskforce meetings and to be presented back to the committee.</p> <p>The latest draft of the Strategic Workforce Plan was presented and more detail of the engagement taking place across the divisions was shared. The October Committee will receive the final plan.</p>
Positive Assurances to Provide	Decisions Made
<p>An update was presented regarding the work undertaken to implement the People, Culture and Improvement Strategy 2022-2025. The committee noted the work which has taken place to socialise and commence delivering the strategy.</p> <p>Positive assurance was received in various areas such as wellbeing, Employee relations, estates scorecard, external funding secured for collaborative work, Involvement Charter, QI Maturity Matrix and agency reporting dashboard.</p> <p>Update report on the People, Culture and Improvement Strategy highlighted the range of activity in the first quarter. A lot of good progress made.</p> <p>Positive assurance received regarding the 360 Audit Assurance report on the Equality, Diversity & Inclusion (EDI) agenda with its recommendations, actions taken and proposed.</p> <p>Equality impact assessment of the virtual wards project highlighted issues, mitigations and benefits and is to be aligned with the technology impact assessment for virtual wards.</p>	<p>Strategic Workforce Plan to be scheduled for presentation to Board later in the year once finalised in the autumn.</p> <p>Board to receive assurance on industrial action if this matter escalates into industrial action.</p> <p>Audit and Assurance Committee to be informed of the assurance received by this Committee and actions being taken regarding the audit report on Equality Diversity and equality strategy.</p>

Comments on Effectiveness of the Meeting

The Committee's agenda has many important reports and items for assurance and the ongoing challenge is ensuring that enough time is given to a subject area as well doing this in an efficient and timely manner.