

Council of Governors

Subject:	People, Organisational Development and Culture Committee Update		Date: 13th August 2019	
Prepared By:	Robert Simcox Deputy Director of HR and Lee Radford Deputy Director of Training Education and Development			
Approved By:	Clare Ward: Non-Executive Director and Committee Chair			
Presented By:	Manjeet Gill: Non-Executive Director and Committee Chair			
Purpose				
To provide a summary of the key discussion areas and decisions taken at the People, Organisational Development and Culture Committee held on 15 th July 2019			Decision	
			Approval	
			Assurance	X
			Consider	
Strategic Objectives				
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value
x	x	x	x	x
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
	x			
Risks/Issues				
Financial	Improving productivity and workforce utilisation and impact			
Patient Impact	Maintain safe staffing levels and a good patient experience			
Staff Impact	Improve working lives			
Services	Staffing levels impact service and bed availability			
Reputational	SFH recommended as a great place to work			
Committees/groups where this item has been presented before				
Board of Directors 1 st August 2019				
Executive Summary				
<p>The first meeting of the People, OD and Culture Committee took place on 15th July 2019. The committee was chaired by vice-chair Claire Ward. Jacqueline Lee and Richard Shillito attended as Governor observers, Roz Norman sent her apologies.</p> <p>There were a number of items on the agenda for assurance, discussion and approval. Below are the main highlights:</p> <p>The Annual Equality and Diversity Annual Report along with the Workforce Race Equality Standard (WRES) Report and Workforce Disability Equality Standard (WDES) Reports were received for approval. It was noted that all reports were approved and progress was acknowledged for the work undertaken in the past 12 months regarding all aspects of Equality and Diversity.</p> <p>The Board Assurance Framework was discussed and it was recommended that the tolerable risk is amended to the target risk that still remains at a 12. Two additions were made in regards to aspects of further threats resulting from discussion held at a recent board development session. The current level of risk remains at a 16.</p> <p>An assurance item was presented regarding Improving People Practices following an NHS Improvement and NHS England letter that was received in 24th May 2019. A revised process for providing board assurance was agreed to be implemented from August 2019, and assurance was taken from planned revisions to the Trust People Practices. A further update on progress will be provided at the next meeting.</p>				

The Committee received a number of **deep dive reports into aspects of sickness absence** which had been referred from the Trust Board. The reports identified that the Trust was doing well compared to other Trusts regionally and nationally regarding levels of Stress Anxiety and Depression within the workplace and overall sickness absence levels. The committee also noted the work that has been done over the past quarter to reduce levels of absence across the Trust. Further work around links between absence and additional hours work including links to areas of high vacancy levels would be provided at the next meeting.

The Committee also received a **presentation on wellbeing and support initiatives** that Trust employees are able to access. The Committee emphasised the need for staff wellbeing initiatives and to support to be continually advertised through a variety of different platforms to ensure Trust employees are aware of the support available. The committee also noted the importance of the key role the Trust Occupational Health service plays in supporting staff within the workplace and how the demand of the service has increased by 27% in the past 5 years.

An assurance item around the Trusts **Apprenticeship activity and developments** was received. As at May 2019 89 apprenticeship opportunities had been provided across the Trust (13 clinical 76 non-clinical) amounting to a £973,078 investment in staff being made. Currently, £1,464,511 remains uncommitted in the Trust's Levy account but further opportunities in leadership development, ODPs and digital technologies are being progressed in Q2. The lack of progress nationally in developing relevant clinical apprenticeships remains a frustration. The committee noted the report and supported the approach for further clinical apprenticeships to be offered and targeted.

An update regarding **Medical Education** was provided identifying key points around post and undergraduate education.

The Committee frequency was also discussed where consideration is being made to increase the committee frequency to more than meeting once a quarter in order to progress the size and importance of the workforce agenda.