

Report to:	Public Board of Directors	Agenda item:	14
Date of Meeting:	31st March 2021		

Title of Report:	People Committee Chair's Update Report
Status:	For information
Sponsor:	Anna Mealings, Non-Executive Director/Chair of the People Committee
Author:	Catherine Soan, Executive Assistant to the Director for People
Appendices	None

<p>Purpose</p> <p>To update the Board of Directors on the activity of the People Committee held on 2nd March 2021.</p>
<p>Background</p> <p>The People Committee's purpose is to monitor the Trust's activity to achieve its True North goal 'to be an outstanding place to work where staff can flourish', and to provide assurance to the Board that the Trust is discharging its strategic priorities and statutory responsibilities relating to its people and their development. The Committee will also deal with any matters within the people and organisational development agenda as delegated to it by the Board.</p>
<p>Business Undertaken</p> <p>Update from the divisions – Medicine</p> <p>The Committee received an update from the Divisional Director of Operations, Medicine which included:</p> <ul style="list-style-type: none"> • Current data on sickness absence, vacancies, turnover and appraisals. • Focus remained on achieving National standards. • 2021/22 Divisional Drivers & Trackers and next steps. • Resouce had been invested into the establishment of a patient safety team to address risks sooner. • The response to the pandemic including supporting staff to work from home, opportunities for working in alternative roles and supporting their health and wellbeing and development. • The division were supporting staff to take their accrued annual leave and health and wellbeing day and to work flexibly and take up opportunities for social interaction. • The medical teams who had completed Improving Together training and the plan for the programme going forward. <p>Staff Engagement Report</p> <p>The Head of Leadership and Engagement presented the Staff Engagement report. The Committee noted:</p> <ul style="list-style-type: none"> • Themes arising from the NHS Staff Survey 2020 initial data. • The change in results, by theme, between 2019 and 2020. 6 areas saw a significant improvement between and 4 areas had not seen a significant change. • The 2020 survey had a better response rate, an increase of 4%. It was

recognised that there was more work to do to improve this.

- The Trust scored higher than average across all themes except quality of care and safety culture, where we were slightly below average, although they had improved since last year.
- The survey included questions about the impact of Covid-19, the results indicated the level of engagement of staff working in different settings. The highest level of engagement was experienced by those working remotely/from home.
- The results reflected an increase in the sense of pride felt by staff working for the organisation/NHS.
- There will be focussed communication to the Trust over the next few months on how the Trust is addressing the feedback.

Freedom to Speak Up Report

The Committee noted:

- There had been a rise in cases in January 2021. It was unclear whether the Covid pandemic had increased motivation to raise concerns, or whether the focus on communication in the organisation and FTSU service is taking greater effect. It was encouraging that staff felt they have permission and a space to speak up via the service if they have been unable to raise in their workplace.
- The response rates in which concerns are handled and themes and learning disseminated promptly to ensure that any issues around patient and staff safety are addressed as quickly as possible.
- Emerging themes were around bullying and harassment and BAME staff not feeling welcome in their place of work. The FTSU service had trained an additional three Champions, all active members of the equalities, diversity, inclusion networks.
- Progress against the workplan.

Restorative Just Culture 2021

The Committee noted the outcome of the review and would like to explore the recommendations and how these were implemented and monitored at a future meeting.

Safer Staffing Report

The Associate Director of Nursing and Midwifery presented the update on the progress the Trust had made against the National Quality Board expectations since the last report. The Committee noted:

- The success of the recruitment campaign for band 5 nurses.
- Two funding bids from NHSI&E were secured to support International Recruitment.
- By the end of the financial year, the Trust will have a spend plan for all national funds allocated from the National CPD Fund to invest in staff.
- Registered nurse apprenticeships and wider work experience was being explored to maintain the workforce pipeline

NHS People Plan Progress

The Committee received a summary of progress against the actions in response to the NHS People Plan 2020/21 and the ongoing actions and their priority over the next 24 months. A review of whether any of the actions needed to be added to the Board Assurance Framework was taking place.

The Committee noted the report.

Health and Wellbeing Strategy 2021-2026

Sumita Hutchison, Non-Executive Director commented that the amended version did not include anything additional around support on the primary factors impacting health and wellbeing at the current time and requested that this was made more explicit.

The Director of Strategy felt that the reference to health and safety culture and physical wellbeing could also be improved.

The Associate Director of Learning and Culture will feedback these comments to ensure they are fully referenced within the strategy, once complete the Committee would be asked for final approval outside of the meeting.

The Committee noted the report.

Key Risks and their impact on the Organisation

None identified.

Key Decisions

The Committee requested some further amendments to the Health and Wellbeing Strategy 2021-2026 before its approval.

Exceptions and Challenges

None identified.

Governance and Other Business

The meeting was convened under its Terms of Reference.

Future Business

The Committee conducted business in accordance with the work plan. The forthcoming agenda items include:

- Review of HR KPIs (but name to be changed to Review of Organisational Health KPIs)
- Divisional Update – Estates and Facilities
- Extended BAF discussion – probably about 30 minutes
- Guardian of Safe Working Hours
- Civility

Recommendations

It is recommended that the Board of Directors note this report.