

<b>Report to:</b>	<b>Public Board of Directors</b>	<b>Agenda item:</b>	<b>12</b>
<b>Date of Meeting</b>	<b>12 January 2022</b>		

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

## Purpose

To update the Board of Directors on the activity of the People Committee held on 8<sup>th</sup> December 2021.

## Background

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.

## Business Undertaken

The Committee:

- Reviewed the extract from the **Board Assurance Framework** on the people related risks. The risk score for BAF 4 (Inability to maintain safe staffing levels across the hospital) was at the highest level of 25 and the Committee felt that this score felt appropriate given the current circumstances. It was noted by the Chair that many of the mitigating actions were owned by the human resources function and of a continuous improvement in nature rather than potentially something more systemic which might be warranted from risk that has been assessed at the highest level.
- Reviewed the latest data on the **People Performance Dashboard** for information.
- Received a summary of the recently published **Future of NHS HR&OD** Report which would be shared more widely across the organisation and a plan developed to achieve the ambitions set out in the report.
- Noted that the **Freedom to Speak Up** service had seen an increase in activity over the last 6 months and the team was looking at ways of working more efficiently to create more space for staff to use the service. The Chair agreed to note the increased volume of cases to the Board. The rising number of cases is a positive reflection of the trust staff have in the service. The People Directorate will continue to monitor and inform the People Committee if the demand for the service continues and is unable to be supported by the current level of resource allocated to the service.
- Received an update on **Staffing and Recruitment** noting:
  - The objective of the Staffing Taskforce was to have zero RN and midwife vacancies by the end of January 2022. The current position was that the Trust had 79 registered nurse vacancies with 22 expected leavers by the

<p>end of January and a current pipeline of nurses at 50 leaving a gap of 51 nurses.</p> <ul style="list-style-type: none"> <li>- The significant impact on temporary staffing fill from late requests (less than a week's notice).</li> <li>- The Trust was developing a programme of recruitment campaigns for the most difficult to fill areas.</li> <li>- An update on the KPI's for the recruitment team e.g. the number of adverts posted and offers made, the overall time to clear for Agenda for Change staff and overall time to hire. All of which had been achieved.</li> <li>• The refreshed A3 and the four areas for attention which had been identified as contributing to the engagement and experience of the workforce via the Staff Survey and quarterly engagement survey (Sustainable and safe staffing, Staff recognition, Health and Well-being and BAME staff experience.</li> <li>• Received an update on Post Graduate Medical Education in direct response to an action to understand opportunities for doctors in training to connect with the organisation and safe working conditions.</li> </ul>
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## Key Risks and their impact on the Organisation

The capacity of the the Freedom to Speak Up service as cases increase in recognition of the changing culture where staff feel more confident to speak up. The Freedom to Speak Up service was seeing an increase in line managers seeking advice from the service around how to support staff/referring staff to FTSU. This identified a training requirement for line managers dealing with difficult conversations.

The risk score for BAF 4 (Inability to maintain safe staffing levels across the hospital) was at the highest level of 25.

## People and Culture Strategy 2021 to 2026

At its meeting on 29 September 2021, the Committee approved the draft People and Culture Strategy, and this was subsequently presented to the Board in November for ratification. Further work has been done on the strategy in response to comments at the Board meeting.

Upon his arrival in the organisation at the end of January 2022, the new Director for People will have the opportunity review the strategy as part of his due diligence and learning into the organisation. It is therefore proposed that the strategy will be presented again at the Committee's meeting in April to capture the new director's reflections and, it will then be presented at the subsequent Board meeting in May for final ratification.

## Key Decisions

None identified.

## Exceptions and Challenges

None identified.

## Governance and Other Business

The meeting was convened under its Terms of Reference.

<b>Future Business</b>
<p>The Committee conducted business in accordance with the work plan. The forthcoming agenda items include:</p> <ul style="list-style-type: none"> <li>· Restorative Just Culture</li> <li>· Safer Staffing</li> <li>· Health and Wellbeing</li> <li>· Staff Engagement</li> </ul>
<b>Recommendations</b>
It is recommended that the Board of Directors note this report.