

People & OD Assurance Committee Key Issues Report	
Report Date: 24 May 2023	Report of: People & OD Assurance Committee Meeting
Date of last meeting: 11 May 2023	Membership - The meeting was quorate as defined by its Terms of Reference
1 Agenda	<p>The Committee considered an agenda which included the following:</p> <ul style="list-style-type: none"> • People & OD Assurance Report • Recruitment Trajectories • Board Assurance Framework and Risks – People • National Annual Staff Survey and local People Pulse Survey results • Freedom to Speak Up '30 Voices' Project (highlighting racism issues) • Bi-Annual Staffing Report (general nursing) • Maternity 6-month Staffing Report • Guardian of Safe Working Quarterly Report
2a Alert	<ul style="list-style-type: none"> • Key risks were noted around the ability to attract and retain people in order to deliver high quality care to the communities served by the Trust and system partners. It was noted that this was well understood by the Trust, and that the P&OD Strategy would continue to focus on this concern, when refreshed. • Acceptability of the Trust's 9% discrimination target was questioned, as it was higher than that set in previous years. It was identified that this important area of concern would be better served by a concise suite of measures which could be clearly tracked and transparently reported. • Potential breaches in medical staffing safe working hours as a consequence of locum shifts – current data collection methods do not support effective visibility of this concern
2b Assurance	<ul style="list-style-type: none"> • The majority of colleagues were now on the e-rostering system, with a target date of August 2023 for its introduction into all areas, which was increasingly improving efficiency in the management of availability • The recent launch of the Trust's Bank Incentive Scheme had been well received, and was one of the schemes being used to remove off framework agency from the organisation • The maternity service had seen an improvement in the overall staffing position, due to proactive workforce planning, moving from significant vacancies to a position of no vacancies

2c	Advise	<ul style="list-style-type: none"> • Working as part of the Integrated Care System (ICS), with the Hospitals Transformation Programme (HTP) as a blueprint, was recognised as key to shaping and determining future workforce planning and success, as the world of healthcare positioned partnership at its core. Extensive and ongoing strategic work was underway with the system, and opportunities for co-development would be provided by the Joint Forward Plan • Extensive development work was underway with local communities, including Telford College, to secure a pipeline of learner placements • Support was being provided for leaders to develop, agree and implement local actions from the Staff Survey with their teams, whilst recognising that some actions may require a corporate-wide approach. It is recommended that in 2023-24 all Divisions have an overarching engagement focus to deliver improved experience for both colleagues and patients 		
3	Actions to be considered by the Board	<ul style="list-style-type: none"> • Board of Directors, and senior management, to lead by example by committing to being visibly anti-racist, and actively supporting the celebration of diversity across the workforce • Board to demonstrate support to the Guardian of Safe Working in her drive to improve data collection to identify breaches in safe working 		
4	Report compiled by	<i>Catrina McMahon Chair of Committee</i>	Minutes available from	<i>Beverley Barnes</i>