

People & Organisational Development Assurance Committee, Key Issues Report		
<b>Report Date:</b> 11/12/2023		<b>Report of:</b> People & Organisational Development Assurance Committee
<b>Date of meeting:</b> 07/12/2023		Teresa Boughey, Rhia Boyode, David Brown, Sara Biffen, Emma Wilkins, Nick Robinson, Nick Dowd, Julie Wright
1	<b>Agenda</b>	<p>The Committee considered the following:</p> <ul style="list-style-type: none"> <li>• Updated ToR (to note the change in frequency of meetings)</li> <li>• People &amp; OD Assurance Report</li> <li>• Board Assurance Framework</li> <li>• Risk report – People Risks</li> <li>• People Pulse survey results</li> <li>• People &amp; OD Strategy (draft)</li> <li>• FTSU 30 voices project</li> <li>• Job Evaluation Update</li> <li>• DBS Checks update (copy of paper from QSAC for noting only)</li> </ul>
2a	<b>Alert</b> <i>Matters of concerns, gaps in assurance or key risks to escalate to the Board</i>	<ul style="list-style-type: none"> <li>• The Trust is examining vacant positions through the perspective of 'Reform' in line with financial sustainability.</li> <li>• A review of mandatory training is underway to not only ensure we meet compliance standards but also to evolve delivery methods, ensuring value for money in line with the Trust's emphasis on financial sustainability. Non-covid absences are increasing with high pressure and burnout and fatigue being contributing factors. The team is working with divisions to provide support with health and wellbeing however winter and junior doctors strikes will be a challenge.</li> <li>• The RCN advocates for the re-scoring and re-banding of HCAs to a higher level according to the national profile. Whilst this move could enhance retention it would also bring with it a significant financial impact for the Trust.</li> <li>• Since 2021, only 14 of our 80 ward managers and matrons have participated in our leadership development programs, which are vital for the ongoing success of our culture initiative.</li> <li>• Increased CEO and Executive engagement has boosted our EDI efforts. However, it's crucial that we also cultivate broader engagement from senior leaders throughout the Trust. To facilitate this, HR plan to develop our KPIs and utilise data from sources like WRES/WDES to foster further improvements.</li> <li>• We have commissioned a review of our ER cases and expect feedback in Q4 2024, learning and outcome from this to be reported back to PODAC in 2024.</li> <li>• Junior Doctors will strike again on 20-23 December 2023 and 03-09 January 2024.</li> </ul>
2b	<b>Assurance</b> <i>Positive assurances and highlights of note for the</i>	<ul style="list-style-type: none"> <li>• The Committee is in support of the policies that have been reviewed, refreshed and approved at JNCC from 7.0 to 7.7.</li> <li>•</li> </ul>

	<i>Board</i>			
2c	<b>Advise</b> <i>Areas that continue to be reported on and/or where some assurance has been noted/further assurance sought.</i>	<ul style="list-style-type: none"> <li>• PODAC has identified a risk concerning IT challenges, specifically with Access Software for neurodiversity. The inability of the Trust to make reasonable adjustments has led to the departure of two staff members. Concerns that some staff are fatigued by various surveys, planning for 2024 comms and engagement to include ensuring staff are aware of the different staff surveys and why they are important.</li> <li>• Director of People &amp; OD together with the Interim Director of Strategy and Partnerships are working with their deputies on a draft People strategy which will be linked to the NHS People Promise and Long term workforce plan linked to Reform, Retain and Train for final sign off by the Board.</li> <li>• Letter received from NHSE acknowledging improvement in all People Promise metrics in 2022 .</li> </ul>		
2d	<b>Actions Significant</b> <i>follow up actions</i>	<ul style="list-style-type: none"> <li>•</li> </ul>		
3	<b>Report compiled by</b>	<i>Teresa Boughey - Chair People &amp; Organisational Development Assurance Committee</i>	<b>Minutes available from</b>	<i>Julie Wright</i>