

People & Organisational Development Assurance Committee, Key Issues Report		
Report Date: 06/03/2024		Report of: People & Organisational Development Assurance Committee
Date of meeting: 07/02/2024		Teresa Boughey, Rhia Boyode, David Brown, Sara Biffen, Trevor Purt, Dawn Tompson, Kara Blackwell, Julie Wright
1	Agenda	<p>The Committee considered the following:</p> <ul style="list-style-type: none"> • People & OD Assurance Report • People Improvement and Culture Strategy • Board Assurance Framework • Risk report • Annual Staff Survey – initial feedback • EDS22 • Equality, Diversity and Inclusion Annual Report • Gender Pay Gap Annual Report • Medical rostering system • Cycle of business – Bi-monthly meetings
2a	Alert <i>Matters of concerns, gaps in assurance or key risks to escalate to the Board</i>	<ul style="list-style-type: none"> • The overall vacancy position continues to strengthen however some specialties continue to be hard to fill such as Foundation Dr's, Pharmacy, Theatres, Cardiology, ED consultants, Children's Nurses. • There are continued concerns around low flu vaccination uptake. • Agency spend continues to be a matter of concern, continuing to strengthen governance, remove off-framework usage, reduce the unit price as well as top 10 most expensive agency and bank. Ongoing work continues but requires further improvements, including reducing unavailability. • SaTH consistently experiences a higher attrition rate among its medical and nursing staff compared to similar organisations in the region. • Job review continues in conjunction with Staff Side for CSW and similar types of roles at Band 2/3 roles, including new roles as these are introduced.
2b	Assurance <i>Positive assurances and highlights of note for the Board</i>	<ul style="list-style-type: none"> • Keele Medical Student graduates have been ranked top in the UK by the GMC as being prepared for practice for their Foundation Year 1 post, of which SaTH has half of the total number of Keele Year 4 and 5 Medical Students are a credit to our teams who contribute to training these students. • Good news that the Trust scores for all 7 people promise and 2 themes have improved from 2022 to 2023. Divisions are presenting their plans at PODAC during April. • Mandatory training continues to be above target of 90% since January 2023. • Reviewing risk scores for BAF 3 and 4 due to progress made.

2c	<p>Advise <i>Areas that continue to be reported on and/or where some assurance has been noted/further assurance sought.</i></p>	<ul style="list-style-type: none"> • MIAA audit of Health and Wellbeing concluded positively, with one recommendation to decrease the departure rate of all employees departing for 'other known reasons'. • Staff under significant pressure and disruption to services as a result of prolonged industrial action. • Effective use of workforce through the use of digital solutions via electronic rostering, a pilot of electronic job planning with AHP's has commenced within the therapy's teams, to assist the Trust in gaining greater insights of workforce capacity continues, significant focus to support financial efficiency during 2024/25. • Proposal of suite of measures around discrimination targets. Metrics superseded by NHS impact metrics. Board development session to take place for a further deep dive and to reflect on progress on board ED&I Objectives. • PALs report seen at Board does not fit with the outcome from the EDS22 review. More work still to be done with some of the more vulnerable groups ensuring there is quality for all and they have the same access and opportunity. An action plan has been requested to accompany the publication of the EDS22. • Funding has now been secured for the new People Promise Manager who will look into improving staff skill set and promoting people on to their next roles. 		
2d	<p>Actions Significant follow up actions</p>	<ul style="list-style-type: none"> • Draft People Strategy presented with internal and external engagement continuing in readiness for May Public board. • Gender Pay Gap report, EDS 2022 and ED&I Annual report approved in line with statutory requirements with request to strengthen action plan 		
3	<p>Report compiled by</p>	<p><i>Teresa Boughey - Chair People & Organisational Development Assurance Committee</i></p>	<p>Minutes available from</p>	<p><i>Julie Wright</i></p>