

People & Operational Development Assurance Committee, Key Issues Report		
Report Date: 06 August 2024		Report of: People & Organisational Development Assurance Committee
Date of meeting: 05 August 2024		Teresa Boughey, Rhia Boyode, David Brown, Sara Biffen, Simon Balderstone, Sabeena Khan, James Owen and Julie Wright
1	Agenda	<p>The Committee considered the following:</p> <ul style="list-style-type: none"> • People & OD Assurance Report • Board Assurance Framework • Risk Report - People Risks & MIAA status • EDI Update – perceptions and experiences of HCAs and progress against the action plan. • WRES and WDES Report • Talent Conversations • Vacancy Approval • Draft Cycle of Business
2a	Alert <i>Matters of concerns, gaps in assurance or key risks to escalate to the Board</i>	<ul style="list-style-type: none"> • Vacancy reduction is below plan with quarter two looking to be more difficult. More work is being undertaken to look at reductions, reform, and how we work differently. • The Committee was informed of challenges in retaining foundation trainees, noting that the Trust's difficulties seem to stem from factors beyond its control. Further investigation is underway, with an update to be provided to • An audit is being carried out to review whether those on bands 1 and 2 who are participating the salary sacrifice scheme are being paid at least the minimum wage. This review also aims to identify and address any other potential risks impacting those on lower pay bands • Global leaver rate sits at 11% however more focus is to be given to scientific, technical, clinical and allied health professionals where the leaver rate is much higher. •
2b	Assurance <i>Positive assurances and highlights of note for the Board</i>	<ul style="list-style-type: none"> • With theatre staff leaving and retiring, action is being taken by the Business Partners around succession planning. • The vacancy reduction process was thoroughly reviewed, leading to recommendations for further enhancements, particularly acknowledging that additional efforts are needed to achieve the required trajectory. WRES and WDES reports have been received by the Committee noting performance improvement however there are higher grades within the clinical areas which require further work. • The Trust is above the national average for the culture dashboard. • All of the hard to fill posts in Pharmacy have now been filled. Some Pharmacists that left the organisation have returned to SaTH.

2c	Advise <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"> • The DNF programme hosted interns at RSH in 2023/34 and is aiming to expand this to PRH in 2024/25. The first cohort of young people with learning disabilities transitioning to work has graduated and CPD funding has now been confirmed. • The Talent Conversation document has been redesigned to make it more streamlined based on feedback received. 		
2d	Actions Significant <i>follow up actions</i>	<ul style="list-style-type: none"> • Further work continues to understand why the WRES non-clinical clusters 2,3 and 4 (higher areas) have lower representation to support influencing change. 		
3	Report compiled by	<i>Teresa Boughey, Chair of People & Organisational Development Assurance Committee</i>	Minutes available from	<i>Julie Wright</i>