

BOARD SUBCOMMITTEE ASSURANCE REPORT

Presented for:	Information/Escalation/Decision
Committee Name:	People and Performance Committee
Presented by:	Gareth Tipton, Non-Executive Director (Committee Chair)
Date of Committee meeting:	27 November 2020

Points of Escalation

- Progress against the NHS People Plan is slow due to capacity issues and competing priorities
- MPAs are not improving as quickly as required; it is likely that winter pressures and Covid will continue to frustrate progress.
- Staff Covid risk assessments are low at 70.72%; focus is also required on the quality of completions.

Key Issues

- The impact of Covid wave two will be significant across multiple operational services, resulting in cancelled elective operations, slower recovery across outpatients and diagnostics and the need to potentially pause some improvement activity as staff are redeployed to core services.
- Performance against the A&E 4 hour standard was 78.4% in October; PCH delivered 71.7% and HH 92%. Although below standard, performance shows an underlying improvement.
- Relocation of the Urgent Treatment Centre will not take place before 1 April 2021, as directed by the CCG. Work to reconfigure the emergency floor at PCH has commenced
- Sickness absence is currently at 4.38% and is slightly higher than the National (4.13%) and EoE (3.67%) averages. Circa 45% are Covid related. Staff fatigue and anxiety remains a significant concern and focus.
- Bank and agency fill rates are challenging and are currently between 60% - 70%; a 10% decline from a year ago.
- Reported Flu vaccinations remain low at 42%.

Risks

- The BAF and all high / significant risks with inadequate controls were reviewed and challenged, including relevant COVID 19 risks.
- A new cultural risk has been documented and reviewed for inclusion in Trusts Strategic risks.

**Spotlight
Outstanding
Practice and
Innovation**

- Time to Hire has improved to 39.9% which is the lowest for 2 years
- Excellent progress has been made on Covid Lessons Learned with 1634 staff participating in providing feedback.
- Engagement on Project Patient First has been successful.

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