

BOARD SUBCOMMITTEE ASSURANCE REPORT

Presented for:	Information Escalation and Decision
Committee Name	People and Culture Committee
Presented by:	Beverley Shears Non-Executive Director (Committee Chair)
Date of Committee meeting:	26 th January 2021

Points of Escalation

COVID-19 staff risk assessments are at 69% compliant and 8.15% decrease on last month. Focus is on raising awareness on 3 month expiry limit, quality of manager conversations and recording actions to mitigate risks. Executive and senior manager oversight and scrutiny crucial to ensure our people are safe but also evidence in any investigation of incidents internally or externally.

Staff uptake of Covid 19 vaccination is good but BAME and other groups of staff are reluctant to take up vaccine due to misinformation and anti-vax social media. This is being addressed through communications and awareness.

Board to note that our recent tragic staff deaths are still being investigated and reports and information submitted to the HSE as required.

Emerging risk to organisational resilience post pandemic around staff wellbeing, resilience, and risk of staff leaving the Trust and NHS. This is an issue regionally and nationally but Trust level strategies and plans are important in mitigating Trust specific situation. Chief People Officer is drafting risk and the Committee felt it was important for future full Board discussion.

Key Issues

Workforce and organisational development report reviewed in conjunction with the verbal Covid 19 workforce update. The Committee noted the excellent work of all staff in challenging circumstances and the outstanding mutual support, aid, and extra effort. The Committee was assured that key people metrics continued to be maintained and are strong on scrutiny of agency spend, mandatory training and time to hire. Others such as MPAs are holding steady but are impacted by Covid redeployment and working through surge. Indicator remains at

82.6%. The Committee noted increasing absence rates due to sickness, isolating and CEV shielding and that the rolling 12 month rate of 4.45% is masking peaks during surges and does not take account of other absence types Staff fatigue and anxiety is increasing and demands for staff to support vaccination programmes, surges etc as well as availability of bank staff is putting pressure on resourcing with potential worse case regional modelling showing absence of 25%.

Health and Safety Report noted and will come to committee for information quarterly or as appropriate in Committee cycle.

The Committee also received Non-medical and Medical staffing level reports and noted the pressure and challenges to deliver during this surge. The Committee noted the excellent work to ensure agility and flexibility including setting up of staff hubs and other initiatives but acknowledged the impact on ITUs and patient ratios and that resourcing would continue to be under strain through the pandemic and post pandemic recovery. This discussion also informed the emerging risk people risk identified by the Committee regarding the longevity of the pandemic and operating at the current unrelenting levels.

Risks

The Committee reviewed the Summary of assurance and risk. It identified risks that were longstanding and asked that these be included in the work to ensure the current risk was articulated accurately and historical risk closed out and removed to ensure mitigation is pertinent. Emerging risks around staffing levels fatigue stress anxiety and impact resourcing and post pandemic recovery and its impact on recovery of services were discussed and committee identified new board level risk.

Spotlight Outstanding Practice and Innovation

Two areas to highlight – the ongoing comprehensive Wellbeing support to staff which has been agile and responsive to staff feedback on what works including support on wards. A well being NED lead has been appointed.

The leadership and responsiveness of the safe staffing team and the work done by the task and finish team on safe staffing has enabled strengthened responsiveness, flexibility and redeployment of resources as well as improved reporting.

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