

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:	30 th March 2021

Points of Escalation

The Committee received the Trust's response to the Health and Safety Executive Contravention notice dated 1st March 2021 relating to 2 staff covid 19 deaths in December 2020 and confirmed the actions taken by the Trust. There was a wide-ranging discussion, and the Committee were assured the action plan was robust. The Committee noted the HSE's National NHS Covid Audit on 17 Trusts and its recommendations. The Committee noted that a task and finish group was set up to ensure these recommendations were integrated as appropriate into our action plans to ensure a comprehensive response to the audit alongside the requirements from the HSE contravention letters in relation to the 3 staff deaths. This is a complex multi-faceted matter and so the Committee ensured an in-depth wide-ranging discussion took place. The matters are being discussed at Board and the Committee will continue to monitor and assure themselves that the work, which goes to the heart of a robust safety culture and a whole system approach, is put in place with the full support of the Trust Health and Safety Team. The Committee was pleased to note that covid 19 risk assessment compliance was now at 91% and would continue to review the rate and quality of assessments alongside vaccination rate as key metrics in the oversight of the Trusts plan

The Committee identified several interrelated strategic people issues it wanted to bring to the Boards attention for further discussion in order for the organisation to restore, reset and refresh and to improve staff experience and organisational effectiveness. These were about disruptors to transform the leadership culture, staff survey results, people metrics and create a positive safety culture as well as a whole system approach to resourcing.

Key Issues

Staff Survey 2020. The Committee received a presentation on the findings of the Staff Survey and discussed the need for different engagement models and leadership approach to ensure disruption to current patterns of employee experience to ensure recovery and restore, The committee endorsed a more strategic approach informed by current and emerging people risks and metrics and approved the identified priorities.

National Workforce Race Equality Standard. The committee received a submission comparing the national report outcomes with the Trusts 2020 outcomes and were pleased to note the Trusts strong performance compared to the national standard. The excellent work will continue to ensure we continuously improves.

Non-Medical Workforce update and ensuring safe staffing standards.

Committee was assured on the work that continues to be done regarding data cleanse, agility, flexibility, and responsiveness of staffing. And were pleased to see to the census work to ensure right people right time right place right skills was progressing well. The Committee received a six-monthly update on progress of the non-medical staffing portfolio for information.

Medical workforce update. Committee noted that job planning underway which introduced remote working. They were disappointed that the Deanery had reallocated anaesthetic trainees which may affect apply where you train and noted the ongoing projects including packages for overseas doctors in shortage specialities, the mentor programme and our application to become an Associated Teaching hospital of the University of Leicester.

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. The Committee also discussed and identified some interrelated people risks that needed to be addressed strategically in a more systemic way

Spotlight Outstanding Practice and Innovation

The Committee endorsed the Equality Diversity and Inclusion Strategy for Board approval. The Committee felt this was a comprehensive, coherent high quality inclusive piece of work which was exemplary They were particularly pleased to see the emphasis on co-creation and the strong link between staff, services and our patients

Author:	Beverley Shears
Job Title	Non-Executive Director and Deputy Chair
Date:	8 th April 2021