

BOARD SUBCOMMITTEE ASSURANCE REPORT

Presented for:	Information/Escalation
Committee Name:	People and Culture
Presented by:	Beverley Shears, Non-Executive Director (Committee Chair)
Date of Committee Meeting:	30 th November 2021

Items received by the committee for assurance:

Agenda Item	Level of Assurance	Board Action Required? <small>(double click to select)</small>
Medical Workforce update	Reasonable Assurance	<input type="checkbox"/>
Non-medical Workforce Update	Substantial Assurance	<input type="checkbox"/>
Six monthly Staffing Review	Reasonable Assurance	<input type="checkbox"/>
Six monthly Midwifery Review	Reasonable Assurance	<input type="checkbox"/>
Staff Survey and progress 2021/Good to outstanding	Reasonable Assurance	<input type="checkbox"/>
Recruitment overview	Reasonable Assurance	<input type="checkbox"/>
Employment Related case overview/employment tribunals	Reasonable Assurance	
Board Assurance Framework and Risk Register	Reasonable Assurance	
Workforce Performance Information	Reasonable Assurance	

POINTS OF ESCALATION

Non-Medical Workforce. Six monthly staffing review and six-monthly midwifery review were endorsed. The Committee noted the staffing requirements based on activity and acuity which includes an uplift of 7.23 which would fund neonatal nurses to be introduced to transitional care to release midwives to other clinical areas. The Committee also discussed and reviewed the recruitment challenge facing maternity and noted the use of external funding, the creation of a specialist recruitment post and OD support to provide expertise and support on recruitment and retention

KEY ISSUES

Talent Management. The Committee received an update on the work that was being done to develop and implement a strategic approach to talent management – nurturing our talent to transform our workforce and enhance patient care. The Committee commended the holistic comprehensive approach, and the strong link to patient safety and experience.

Medical Workforce

Committee noted progress on medical e-rostering and supported the approach on implementation. There was an update on wellbeing and compliance with BMA charter and the involvement of junior doctors in task and finish groups as well as good compliance in job planning audits.

Health and Wellbeing the Committee received an update on Good to Outstanding Health and Wellbeing priorities and progress over the last 12 months. The pandemic impact of staff absence and wellbeing has resulted in

c30% increase in management referrals over the last 2 years and 40% increase in MH related referrals. There has been a mild increase in anxiety related absences and moderate impact on general wellbeing of staff both physical and MH. Themes from exit interviews include workload pressures, not feeling valued, increased competition of salary and poor leadership/management. It was noted that pressure is resulting in an increase in poor behaviours both leadership but also peer to peer and bullying and harassment internally and from patients. The Committee noted and supported the priorities for the next 12 months including development of leadership skills to support positive health and wellbeing and the launch of the Just Culture – civility saves lives approach. A winter wellbeing week will take place 6-10 December.

Staff Survey/Good to Outstanding update. The Committee received an update on the workstreams being led by named Executives and was pleased to note that there had been an 11% increase in the survey response rate this year from 32% to 43%

Recruitment overview The Committee were assured that there were good plans in place noted the improvements and enhancements introduced but the external challenges regarding competition for key staff within our own system and the impact on retention of wellbeing and behaviours contributing to a wider than recruitment resourcing risk.

ER cases and tribunals These are reflecting the current themes of behaviours going unchecked, increase in facilitated and mediated conversations to address these and an increase Dignity at work cases. Overall theme of employees having low resilience, fatigued, higher levels of stress which leads to poor behaviours. There has also been an increase in patient related complaints about members of staff. The Committee noted the specific action plan to address these as well as the wider planned improvement through well being and Good to Great strategies. The Committee also recognised the unprecedented pressure staff who do a great job day in, and day out are under.

Workforce Performance Information. The Committee was assured regarding the performance report and noted the plans in place to address the decrease in staff covid risk assessments by improving compliance rates and raising awareness on the new six-month expiry limit, better quality and recording.

**BOARD
ASSURANCE
FRAMEWORK
& RISKS**

The Board Assurance Framework and Risks were reviewed with good risk based discussion taking place throughout the meeting

**CELEBRATING
OUTSTANDING
PRACTICE &
INNOVATION**

EDI update. Good to hear about co-production and health inequalities including the Roma Eastern European Cancer outreach project and the Doddington Project. Co-production and staff networks. WDES and the Confident Project and WRES and the Anti-Racism project. We also heard that we have received our Armed Forces Employer Recognition Gold award and have been reaccredited the Veterans Aware Scheme.

LEVELS OF ASSURANCE

Level	Description of Level of Assurance
Substantial Assurance	The report highlighted a sound system of control, designed to address the relevant risks with controls being consistently applied. Highly unlikely to impair the achievement of both system and strategic objectives.
Reasonable Assurance	The report did not highlight any material weaknesses in the system of internal control that would present material risks to the achievement of both system and strategic objectives.
Partial Assurance	The report highlighted some material weaknesses in the system of internal control that would present material risks to the achievement of system objectives. May also impair achievement of strategic objectives.
Limited Assurance	The report highlighted significant material weaknesses in the system of internal control that would present material risks to the achievement of both system and strategic objectives.