

BOARD SUBCOMMITTEE ASSURANCE REPORT

Presented for:	Information/Escalation
Committee Name:	People and Culture
Presented by:	Ray Harding, Non-Executive Director (Committee Chair)
Date of Committee Meeting:	22 February 2022

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	Reasonable Assurance	<input type="checkbox"/>
Health and Wellbeing	Substantial Assurance	<input type="checkbox"/>
Health and Safety	Reasonable Assurance	
Workforce Performance Information	Reasonable Assurance	
Culture Briefing	Substantial Assurance	

POINTS OF ESCALATION

The Annual Effectiveness Review of the Committee was received at the meeting, but there had been insufficient time to consider this properly. It was therefore agreed to defer consideration and response, to next month's meeting.

KEY ISSUES

Health and Wellbeing

The Committee was assured that everything is being done to support staff during this protracted time of stress. Good news regarding recruitment.

Culture Briefing

A Culture briefing (including Good to Outstanding and the effects of the Vaccinations Conditions of Deployment) was given. This builds on previous work and there were examples of practical progress, such as the ReSet approach in Health and Wellbeing. The Committee was assured of the strategic intent.

Health and Safety

Issues were raised with Actions taken: concerns regarding Security doors now rectified, cleaning methods have been changed to avoid slipping on floors.

Medical Workforce

Appraisals were progressing although Job planning rates are lower than hoped at 59% compared to the target of 75%.

Non-Medical Workforce

Good progress the appointment of 52 nursing staff. Some concerns have been expressed about senior feedback regarding clinical staff – perceptions to be addressed.

<p>BOARD ASSURANCE FRAMEWORK & RISKS</p> <p>CELEBRATING OUTSTANDING PRACTICE & INNOVATION</p>	<p>Workforce Performance Information. Covid Risk Assessments have improved – 85% from 76% last month, but non-medical Appraisals remain an issue at 78%. Bank fill rates have dropped and the Agency market has tightened further</p>
	<p>The Board Assurance Framework and Risks had been reviewed last month and the next substantive review would be at the next meeting.</p>

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.