Healthier Communities, Outstanding Care

NHS
Sherwood Forest Hospitals
NHS Foundation Trust

People, Culture & Improvement Committee Chair's Highlight Report to Trust Board

Subject:	People, Culture & Improvement Committee Highlight Report	**Date:** 07/06/22
Prepared By:	Manjeet Gill, Non-Executive Director	
Approved By:	Manjeet Gill, Non-Executive Director	
Presented By:	Manjeet Gill, Non-Executive Director	
Purpose		
	Assurance	

Matters of Concern or Key Risks to Escalate	Major Actions Commissioned / Work Underway
Areas such as staff absence, mandatory training, appraisals and wellbeing continue to be key concerns and risks and a key part of the Committees focus. The workforce planning baseline data was presented, with concern expressed regarding, certain standout positions such as pharmacy roles, healthcare scientists and allied health professions. Assured, these risks have been identified and work will be undertaken to review these areas to understand whether they have been baselined correctly and clarify whether the skill mix within the team is correct in terms of delivering the service going forwards. Deep dive analysis reports into sickness absence, highlighted anxiety/stress/depression has as the number one reason and one main factor was challenging home or personal circumstances. More assurance was requested on impact of mitigation actions taken in certain areas. Lack of consistency across the system regarding recruitment, retention, creating competition and maximising opportunities agreed as a new gap in control for PR3 of the Board Assurance Framework, with an associated action of visibility around the Trust's contributions to leading aspects of the People and development agenda across the system.	The People Culture and Improvement Strategy implementation will include further ongoing development of its measurable outcomes in areas such as rates of staff turnover and specific targets where protected characteristics show negative variations to the Trust wide outcome. Further development of the EDI strategic objectives and directions, to include triangulation of assurance with meetings outside of Committee and attendance at staff networks. 360 Assurance Report on the EDI agenda, Involvement Charter and Leadership Development Strategy update report to be presented to August's Committee meeting. Workplan to be updated to include an annual review of the Strategic Workforce Plan. Estates scorecard requested to establish assurance on management of absence

Positive Assurances to Provide	Decisions Made
The People Culture and Improvement Strategy 2022 – 2025 was presented, it has been produced through extensive engagement and included the vision, themes, strategic priorities, action plans and success measures. Positive assurance was received in various areas such as Freedom to Speak Up, Employee relations and annual reports on volunteering work and EDI activity. Positive assurance received from a recent 360 Assurance report on the Equality, Diversity & Inclusion (EDI) agenda The Committee REVIEWED the risk scores for Principal Risk (PR) 3 and AGREED to change the assurance rating for PR3 to 'positive'. The Committee also AGREED to reduce the likelihood rating from 4 to 3.	Data sharing agreement on SFH's agency use to be shared with both the Finance Committee and PCI Committee for assurance. Strategic Workforce Plan to be scheduled for sign-off at August's Committee and then presented to Board.

Comments on Effectiveness of the Meeting

- The Committee's agenda has many important reports and items for assurance and the ongoing challenge is ensuring that enough time is given to a subject area as well doing this in an efficient and timely manner.